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EMPLOYMENT OPPORTUNITIES IN SELECTED NON FARM BUSINESSES AND GOVERNMENT AGENCIES AS RELATED TO AGRICULTURAL TRAINING OR BACKGROUND, NEVADA, 1965.

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THE PURPOSES OF A SURVEY OF 363 NONFARM BUSINESSES AND AGRICULTURAL GOVERNMENT AGENCIES WERE TO (1) COMPARE THE NUMBER OF EMPLOYEES WITH THE NUMBER NEEDING AGRICULTURAL BACKGROUND, (2) ESTIMATE ENTRY OPPORTUNITIES DURING THE NEXT 5 YEARS, (3) DETERMINE EMPLOYEE JOB TITLES AND DIFFICULTY IN FINDING REPLACEMENTS, (4) DETERMINE EMPLOYEE CHARACTERISTICS DESIRED, (5) DETERMINE THE TYPE OF SCHOOL AND SUBJECT-MATTER AREAS NEEDED FOR TRAINING NEW EMPLOYEES, (6) DETERMINE TO WHAT EXTENT EMPLOYERS WOULD BE WILLING TO COOPERATE WITH SCHOOLS BY PROVIDING ON-THE-JOB TRAINING, AND (7) COMPARE NONFARM BUSINESSES IN THREE POPULATION AREAS TO DETERMINE NUMBER OF EMPLOYEES AND EXPANSION AND REPLACEMENT POTENTIAL. SOME FINDINGS WERE -- (1) OF 4,102 EMPLOYEES IN 310 NONFARM BUSINESSES, 716, OR 17.5 PERCENT, NEEDED AN AGRICULTURAL BACKGROUND, (2) APPROXIMATELY 6 TIMES AS MANY PEOPLE WERE EMPLOYED IN AGRICULTURAL PRODUCTION AS THERE WERE EMPLOYEES WHO NEEDED AGRICULTURAL TRAINING OR BACKGROUND FOR NONFARM BUSINESSES, (3) THERE WAS NO GREAT DEMAND IN MOST CLASSIFICATIONS OF NONFARM BUSINESSES FOR PEOPLE WITH AGRICULTURAL BACKGROUNDS, (4) THE PRIMARY EMPLOYEE CHARACTERISTIC DESIRED WAS STABILITY (IN GENERAL, EMPLOYERS PLACED PERSONAL TRAITS ABOVE SUBJECT-MATTER BACKGROUND IN IMPORTANCE) (5) EMPLOYERS FREQUENTLY MENTIONED MATHEMATICS, WRITING, SPELLING, GENERAL BUSINESS MANAGEMENT, AND GENERAL MECHANICS AS SUBJECTS TO BE TAUGHT IN HIGH SCHOOLS AND 2-YEAR TECHNICAL SCHOOLS, (6) ALMOST ALL EMPLOYERS IN LARGE FIRMS AND GOVERNMENT AGENCIES RECOGNIZED THE VALUE OF ON-THE-JOB TRAINING, AND (7) THE GREATEST NEED FOR ADDITIONAL EMPLOYEES WITHIN 5 YEARS WOULD BE IN THE LAS VEGAS AND RENO AREAS. EIGHTY-FOUR PAGES OF TABLES ARE INCLUDED IN THIS PRELIMINARY REPORT. (WB)

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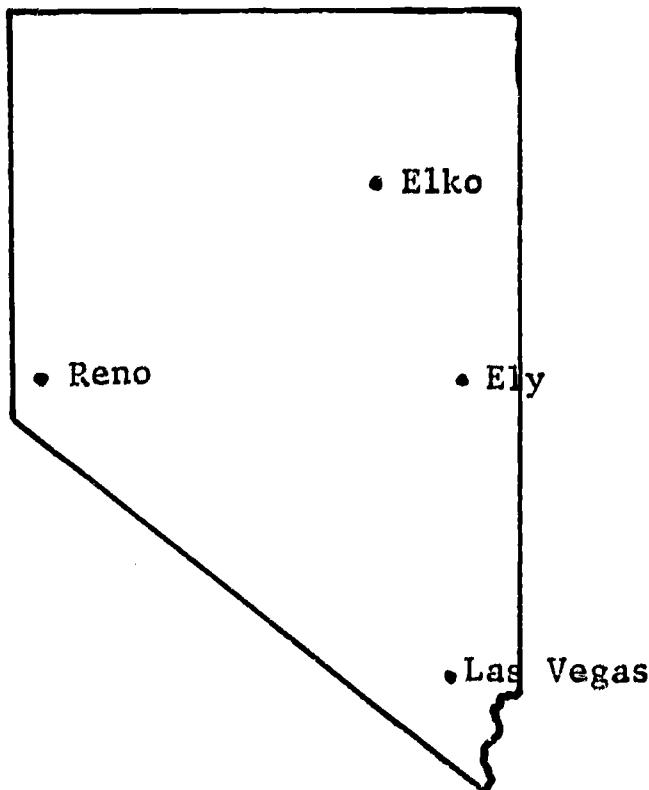
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**EMPLOYMENT OPPORTUNITIES  
IN SELECTED NON FARM BUSINESSES  
AND GOVERNMENT AGENCIES  
AS RELATED TO AGRICULTURAL TRAINING  
OR BACKGROUND  
NEVADA, 1965**

Howard H. Christensen, Study Director



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in cooperation with the  
Nevada State Department of Education  
Vocational and Technical Education Division

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## INTRODUCTION

The full title of this study is "Employment Opportunities and Desired Characteristics of Future Employees in Selected Non-farm Businesses and Government Agencies as related to Agricultural Training or Background in Nevada". The title is descriptive of the major objectives of the investigation. It is jointly sponsored by the Department of Agricultural Economics and Education, Max C. Fleischmann College of Agriculture, University of Nevada and the Agricultural Education Section, Division of Vocational-Technical Education, State Department of Public Instruction, State of Nevada.

Project leader for the study was Howard H. Christensen, Assistant Professor of Agricultural Education, University of Nevada.

Project advisors were John W. Bunten, Assistant Superintendent in charge of Vocational - Technical Education, Nevada State Department of Education; Dr. J. B. Wychoff, Chairman, T. A. Butler, Associate Professor at Agricultural Mechanics, Department of Agricultural Economics and Agricultural Education, University of Nevada; J. R. Peddicord, Nevada State Supervisor of Agricultural Education. Dr. Ralph J. Woodin and Dr. Ralph Bender, Agricultural Education Department, Ohio State University, served as consultants for the study. Leo P. Herndon, Acting Teacher Educator in Agriculture, University of Nevada served as assistant project leader for tabulations also completed the section of the study on government agencies.

A grant was obtained through the Division of Vocational-Technical Education, Nevada State Department of Public Instruction, to help finance the project.

This report is preliminary in nature and is primarily a presentation of the basic tables. The detailed implications and discussion of the tables will be published at a later date.

## OBJECTIVES AND PURPOSES OF THE STUDY

Several developments in the State of Nevada have made the need for information on employment opportunities in agriculture of vital importance at this time. The passage of the National Vocational Education Act of 1963 has created the need for an evaluation and redefining of policies for the organization and administration of vocational education, and particularly agricultural education, in the secondary schools.

The College of Agriculture, University of Nevada, has been aware of the need for a two-year technical program in agriculture. A pilot program for training technicians in agricultural occupations is currently under way with classes to start the fall semester, 1965. Data collected in this study

will be of value to this new program.

The developments listed previously indicate the need for steps to be taken in Nevada to provide training programs which will prepare students for productive employment. These developments indicate the need for an answer to the following questions: What employment opportunities are available in Nevada? What instructional programs could be provided which would train students to meet the demands for employment?

This study was designed with these major questions being paramount. The study is not limited exclusively to production agriculture, but is of a broader vocational nature to study the employment needs of the business firms and government agencies selected. Many of the firms selected for study were not of a strict agricultural nature, but employed people who used skills provided in agricultural training programs.

#### SPECIFIC OBJECTIVES

The complete study has for its objectives in both the selected non-farm businesses and agricultural government agencies the following:

1. To determine the number of employees presently employed and the number needing an agricultural background as compared to the total employees.
2. To estimate the entry opportunities due to expansion and replacement during the next five years.
3. To determine job titles of employees and degree of difficulty in obtaining replacements.
4. To determine employee characteristics desired of future employees such as: educational requirements for entry, residential background preferred, minimum and maximum age preferred, starting wage scale per week, type of training provided for new employees by the employer, and the extent experience and training is necessary for new employees.
5. To determine which of three types of schools namely, vocational or technical high school, post high school, or a two-year technical school, could best meet needs for training new employees.
6. To obtain an indication from employer responses as to what subject matter areas should be included in high school vocational programs and in a two-year technical program in agriculture.
7. To determine the extent that employers would be willing to cooperate with the high schools and two-year technical schools in providing on-the-job work experience programs for students.

Information to be obtained from the non-farm business firms:

8. To determine what percent of the gross income of the business is

agriculturally oriented.

9. To make a comparison of non-farm businesses classified into three population areas to determine the current number of employees, expansion and replacement potential.

#### DELIMITATION

1. The study was limited to only those firms whose main business address is in Nevada.
2. Interviews were made to determine agricultural opportunities in those cities and counties with a population of 3,000 or more.
3. Business firms and government agencies having several branches or subdivisions were interviewed at the main office.

#### PROCEDURES

1. A survey form was developed consisting of three major parts. Section I contained status information and function of the firm. Section II contained information on current and projected employment numbers, and characteristics desired of future employees. Section III determined percent of income agriculturally oriented, employer opinions as to subject matter that should be included in high school vocational programs and two-year technical programs, and employer willingness to cooperate in on-the-job training programs.
2. Interviewers were employed and trained to make a personal interview with the employer or his representative in non-farm business firms and government agencies.
3. An attempt was made to interview all available non-farm business firms in the State of Nevada that met the three criteria listed as follows:
  - a. Firms that do a substantial part of their business with farmers or ranchers, such as buying, selling or processing agricultural products or providing services to farm or ranch people.
  - b. The firm has at least one or more full-time employees.
  - c. There would appear to be some advantage to an employee, with an agricultural background or training, in seeking employment as compared to a person without such a background or training.
4. The non-farm business firms and government agencies were classified into seven occupational families or divisions according to their primary function or purpose. Each occupational family was subdivided into sub-families or divisions. The classification system used is as follows:

CLASSIFICATION OF NON-FARM BUSINESS FIRMS AND GOVERNMENT AGENCIES INTO  
OCCUPATIONAL FAMILIES

- A. Agricultural & Allied Mechanics (Farm and/or General)
  - a. Sales--machinery and equipment and/or services
  - b. Metal Fabrication and/or Equipment Repair
  - c. Sales--supplies, hardware, machinery parts, building materials
  - d. Construction--buildings and other (with landscaping or land leveling)
- B. Animal Industry
  - a. Milk processing and sales
  - b. Meat Packers and/or wholesalers
  - c. Livestock dealers and buyers and/or trucking
  - d. Veterinarians--private practitioners
  - e. Other livestock firms
- C. Business--Economics, Finance, Agricultural Supply, Service
  - a. Banks
  - b. Insurance and/or Real Estate--ranch and farm specialization
  - c. Utilities--electrical power, telephone, and railroads
  - d. Feed dealers--agricultural supply and/or processors
  - e. Chemicals and Metals (agricultural and other)
  - f. Gasoline wholesale distributors
  - g. Food Markets (meat, grocery and nursery departments)
- D. Horticulture--Ornamental, Turf (Beautification)
  - a. Landscaping and lawn sprinkler contractors with or without nursery sales
  - b. Nursery stock sales
  - c. Golf course and/or hotel caretakers
- E. Plant Industry--Crops, Irrigation, Soil
  - a. Irrigation companies, and water conservation districts
  - b. Land leveling, well drilling, and irrigation pump and equipment sales
  - c. Commercial pest control operators--agricultural
- F. Education and Research
- G. Forestry, Land Management, Wildlife and Recreation

The first five categories included all of the non-farm businesses of economic importance to agriculture in Nevada. The seven categories make it possible to summarize the total employment opportunities in both the non-farm business firms and government agencies that may have employees needing an agricultural background or training.

- 5. The names of the non-farm business firms were obtained from three sources: (1) The yellow pages of the telephone books; (2) Lists of firms holding licenses with the State Department of Agriculture or the Directory of the Nevada Licensed Contractors; (3) County Extension Agents and Vocational Agriculture Teachers. All non-farm business firms and government agencies were selected on the basis of three criteria previously mentioned.

As the interviewers proceeded to cover the state, a few closely related firms were added that were not on the original list.

The levels of employment were classified into eight categories as follows: professional, managers and administrators, supervisory, technical, sales, clerical, skilled occupations, and semi-skilled or service workers. This classification system was used in making the interview by first asking the employer to group all of his employees by the job level of employment. Each level was sub-divided into job titles. Job titles were used as a basis for tabulation. Factors which determined the job level of the employee were: education, experience, and specific function of the job.

**EXPLANATION OF PROCEDURES USED IN MAKING INTERVIEWS TO TAKE INTO CONSIDERATION  
THE TYPES OF BUSINESSES IN THE VARIOUS OCCUPATIONAL FAMILIES**

Agricultural and Allied Mechanics.--A complete breakdown of job titles and employee information was obtained from all firms except for six automobile firms classified under Ac. In these six automobile firms only the service departments were included. The purpose of including these firms was to get an indication of the need for mechanics and parts salesmen as this may relate to setting up a future technicians training program. Listed under classification Ad (construction firms), only the employees working in landscaping or the agricultural portion of the business was studied.

Animal Industry.--All employees in all firms were classified and studied.

Business.--This division represented the firms with the greatest number of employees. Job titles and employee information as contained in Part II of the survey form were obtained only on that portion of the business in which the employee needed agricultural training or background.

Horticulture.--Many golf courses in Nevada are under the same management as the resort hotels, only those employees who were responsible for the turf and grounds were studied. All employees in other firms in this division were included.

Plant Industries.--All employees in this classification were studied.

Government Agencies.--In the cities and counties only those employees needing agricultural training or background were studied. The state and federal agencies that were selected were those who had employees who needed an agricultural training or background. All employees were included in the study.

Chart I

## SUMMARY OF NON-FARM BUSINESSES ORIGINALLY SELECTED

Occupational Family	Reason for not making interview.						Refused
	1*	2*	3*	4*	5*	6*	
Survey Forms Part II							
Number Interviewed							
Firms Original List							
Total Complete							
Interviews							
No. Branches							
No. Firms							
Small							
No Contact							
Out of Business							
Different Business							
Reason for not making interview.							
Refused							

\* Explanation on following page.

No. firms not available (6c, 6d, 6e) 38

Total firms available for interview 450

% available for interview 80.6

25.4 11.6 6.1 5.1 1.4 1.2

Percentage forms complete 85.4

74.6

25.4 11.6 6.1 5.1 1.4 1.2

Percentage of original list 85.4

25.4 11.6 6.1 5.1 1.4 1.2

Chart I (Continued)

\* Explanation of columns

1. Number of firms on original list. List developed as outlined in item four of Procedure. Introductory letters were sent to these firms prior to making personal interviews.
2. Total number of interviews completed and used in Part I of the study.
3. Number of survey forms in which Part II was not completed. Firms not completing this portion of the survey were not agriculturally oriented or did not have employees who needed agricultural type of training.
4. Total firms having all of the survey completed. (Column 2 minus Column 3)
5. Number of branches of the business included with the parent office contained in the interview. (See item three of the Delimitations)
6. Total firms not interviewed.

Reason For Not Making Interview

- 6a. Small firms with less than one full-time employee.
- 6b. Contact not made with the firm for an interview.
- 6c. Firm out of business since sources used for making list was published.
- 6d. Number of firms changing to a different type of business since sources were published.
- 6e. Firms who refused to be interviewed.

**Chart II. SUMMARY OF PERCENTAGE OF EMPLOYEES NEEDING AN AGRICULTURAL BACKGROUND COMPARED TO OTHER GROUPS OF TOTAL EMPLOYEES IN NEVADA**

Part I	<u>% needing agriculture background or training</u>
1. Total work force compared to all employees needing an agricultural background or training.	
Employees in Nevada	
Total employees wage & salary	153,900*
Total employees agr. production	<u>9,362**</u>
	163,262
Total employees in Agr. production, government agencies, non-farm business	
10,855*** + 163,262	6.64
2. Total employees in agr. production as compared to total employees	
9,362 + 163,262	5.73
3. Total employees in non-farm businesses needing agriculture background in Nevada as compared to total employees.	
716** + 163,262	.43
Total employees in agricultural government agencies needing agric. training and background compared to total employees.	
777*** + 163,262	.47

**SUMMARY OF PERCENTAGES OF EMPLOYEES NEEDING AGRICULTURAL BACKGROUND OF THE NON-FARM BUSINESSES STUDIED**

**Part II**

4. Total employees (8176)*** in 363 non-farm business firms compared to (716) total employees needing a farm background. (Contains 53 firms with 14,074 employees not dealing with agricultural products or having employees needing agricultural background or training.)	4.0
5. Total employees (4102)**** in 310 non-farm businesses compared to total employees (716) needing a farm background. (The firms either have employees needing an agricultural background or part of the business is agriculturally oriented.)	17.5

**Source of information:**

- \* Nevada Employment Security Department  
Carson City, Nevada estimate May, 1965
- \*\* Table 1
- \*\*\* Table 3
- \*\*\*\* Table 12.1

## PRESENTATION OF DATA

Even though this is a preliminary report and further analysis of this data will be made at a later date, there are some generalizations that should be made at this time.

1. In Nevada, there are approximately six times as many people employed in agricultural production as there are employees who need agricultural training or background in non-farm businesses and government agencies. Approximately six and a half percent of the total work force in the state of Nevada need an agricultural background or training. Of this number, approximately one percent are engaged in non-farm businesses and agricultural government agencies. There slightly more employees who need agricultural background or training employed in government agencies than there are in non-farm businesses in Nevada. The greatest demand for full time employees in government agencies is for college graduates.

--see Chart III at the conclusion of this section--

2. Table 3 indicates there is not a great demand in any classification of non-farm businesses for people with an agricultural background except in some minor areas. There are very few jobs in non-farm businesses in the state of Nevada in which a person reared on a farm has a distinct advantage over non-farm reared people. Conversely, a farm background does not particularly become a disadvantage in seeking employment. In some cases employers indicated farm-reared people have learned good work habits and have other characteristics that make them superior employees. However, in view of the limited number of employment opportunities for people with a farm background in non-farm businesses, it would seem to indicate that educational programs must be broad enough so that these students will have the training and work habits to find employment in various occupations.

3. On an average, Nevada agricultural non-farm businesses are small. A review of Table 12.2 indicates the average number of employees per firm for the five occupational families was as follows:

Agricultural and allied mechanics.....	14.2
Animal industry.....	18.5
Business.....	13.5
Horticulture.....	9.2
Plant industry.....	8.9
State average.....	13.2

The fact that the businesses are small indicates the reason why the employer desires employees who are able to do many things well. For example, most employers in discussing their secretarial needs indicated they needed a secretary who could do all necessary jobs in the office. Most employers in the mechanical firms indicated their employees needed to do practically all of the mechanical jobs handled by the firm. On the other hand, the large firms, particularly those in the occupational family of business, expressed a need for specialized employees. This re-emphasizes the point that the vocational programs in high school must be broad in scope. In agricultural education, particularly, the student needs thorough comprehension of the fundamentals that would apply to practically any situation in which he is employed.

4. Table 12.2 indicates that the greatest expansion in the numbers of employees five years hence was in the Las Vegas area (75%), Reno area (46%); and all other areas of the state (23%). Many firms interviewed in the Las Vegas and Reno areas which were primarily agricultural in the past have decreased or eliminated the agricultural sections of their businesses in recent years. For this reason, students from the rural areas of the state will need the type and extensiveness of training necessary to be employable in these locations with the greatest labor markets.

5. One of the primary characteristics the employer desires in an employee is stability. In response to the question, "What background do you prefer?", a very common response was preference for a Nevada resident. Due to the nature of Nevada's work climate, the employer was seeking those employees whose tenure would be for a long period. Many employers mentioned the fact that they invested considerable money in training their employees to be able to do the job needed. If the employee did not stay with the firm for a reasonable length of time, the firm was losing money on him.

6. Generally the employee in the greatest demand by most businesses is the individual who has the potential for management or supervisory positions as well as sales positions. Most large firms have programs for identifying and promoting those employees with managerial potential.

7. In general, employers place such personal traits as ambition, dependability, honesty, and initiative as being more important than the subject matter background of employees.

8. As a general rule, the lower the education, the lower the wage; and there is more competition for the job. Many jobs in the skilled job titles do not follow this rule. Generally, employers in the mechanics and other firms where skills are a basic necessity for success on the job are far more directly concerned with what an individual is able "to do" rather than with his formal education. As a broad generalization, a student, in order to reach an acceptable income level, must either get a good education or enter the skilled occupations.

9. There appears to be a trend in many firms in Nevada away from requiring high school graduation as a prerequisite for employment. Instead, they are using selected standardized testing procedures for selection.

10. In many businesses, if an employee has the basic educational knowledge, his growth in the firm depends upon his initiative and development in the job. As one employer of a large firm indicated, there is not a direct relationship between formal education and managerial ability. In many of the firms, the employer prefers a student to work for the firm while attending college or high school rather than entering the firm directly from college. As a general rule, there is no great demand for college graduates entering business directly. One of the reasons given is that a college graduate expects more money than the employer thinks he is worth at the start. As some employers stated, in all jobs in the firm there are many menial tasks that must be done. A person starting from the bottom will usually do these if needed without question.

11. As a general rule, about 90% of employees in non-farm business firms are full time and 10% part time. This is almost identically the same ratio between men and women employees (Table 12.4). Most of the part time employees were in the occupational family of business. Women employees and part time employees constituted a larger percentage in government agencies than in non-farm businesses.

12. Almost all of the employers in the large firms and department heads in government agencies recognized the value of on-the-job training as part of the total training program. Some of the basic reasons given by employers in non-farm businesses for their willingness to cooperate with the schools to provide on-the-job training are, first, it gives the employer the opportunity to choose employees who have the training and personal attributes to make a permanent contribution to the firm; secondly, it gives the employee an opportunity to learn responsibilities and life situations that the classroom failed to provide. The most common reason given by the non-farm businesses for not being willing to participate in on-the-job training programs was the limited size of the business. Other reasons were that the type of business was not adaptable to part time or student help, and labor union restrictions. Table 5 indicates that slightly more firms would be willing to cooperate in on-the-job training programs at the two-year technical level than at the high school level. The principle reason for this was that the students would be more mature. Many firms indicated they did not want high school age students working in the firm.

13. A review of Tables 9, 10, and 11 indicate that the employer had a more clear cut opinion of what should be taught in high school vocational programs than in the two-year technical schools. The most frequently mentioned subject matter for high school vocational programs were the abilities to spell and write. The employer was not referring to sophisticated writing; but the ability to write reports, invoices, and other common papers used as part of the business world. Another frequently mentioned need by most employers in all occupational families was general mathematics. The kind of mathematics needed were such fundamentals as the ability to figure percentages, fractions, and other common arithmetic used in business. In the field of agricultural and allied mechanics, employers mentioned the need to figure decimals in thousandths of an inch. The need for mathematics was indicated for the mechanic to be able to design and plan objects to be constructed as well as the ability to read blueprints and make mathematical calculations.

14. A special effort was made by all of the interviewers throughout the state to examine the area of horticulture. This occupational family is the most unstable of the five studied (Chart I). One of the reasons for this is that there is practically no production of ornamental plants in the state of Nevada, which would make it a year-round business. Most of the firms in the area of horticulture are in Las Vegas. This includes many small businesses starting in the area of sales. The general trend has been that they have soon included construction, additional sales activities, or have gone out of business. Part of the problem is that the period of horticultural sales is limited to a short season. Most of the employers interviewed, particularly in the Las Vegas area, indicated that the employees needed instruction in growing plants in that particular desert climate. The investigations of this research indicate that there are going to be many problems connected with planning an instructional program to meet the needs of employers. Instruction in the area of horticulture must be closely related to training for salesmanship. In most of the food chains and other sales units where ornamental plants are sold, the employee must be able to sell other merchandise if he is to fit into the organizational plan of the firm. The other possibility is to provide training in landscape contracting and similar work.

15. Table 11 showed the area of general business management subject matter need ranking first in the two-year technical program and fourth in the high school program. Most employers indicated today's employee does not know enough of the basic principles upon which business operates.

Tables 9 and 10 show the need for knowledge of general business being distributed nearly equally among the five occupational families. Based upon indications of this study, it would appear the subject matter area of instruction pertaining to general business should be expanded and stressed in the state of Nevada.

16. General mechanics as an area of subject matter need is shown in Table 11 ranking second at the high school level and fifth at the two-year technical level. Tables 9 and 10 show the need for general mechanics subject matter being nearly evenly spread among all the occupational families. Vocational programs should stress instruction in welding, machinery repair and overhaul, engine (gas and diesel) overhaul, and such mechanical skills needed in sales positions (horticulture and other agriculturally connected jobs) in addition to providing a good basic understanding and skill in general mechanics.

P A R T I

The tables in Part I are based upon all of the interviews made—three-hundred-sixty-three firms interviewed.

TABLE 1

SUMMARY OF EMPLOYMENT OPPORTUNITIES IN AGRICULTURE IN NON-FARM BUSINESSES, GOVERNMENT  
AGENCIES, AGRICULTURAL PRODUCTION IN THE STATE OF NEVADA, 1965.

Classification	No. Employers or Dept. Heads Interviewed	Number of Farms	Persons Currently Employed				
			Needing an Agricultural Background		% Total Employees	% Full-Time Employees	
			Total	Full-time			
Non-farm businesses	363	716*	656	60	6.6	11.0	
Agricultural connected government agencies	39	777	591	186	7.2	9.9	
Agricultural Production**	—	9362	4746	4616	86.2	79.1	
<b>TOTAL</b>	<b>402</b>	<b>2796</b>	<b>10855</b>	<b>5993</b>	<b>4862</b>	<b>100.0</b>	

\*Includes employees that the employers indicated the employees needed an agricultural background. In some small firms this may not have included the owner.

\*\*Estimates of County Agricultural Agents.

TABLE 1a BREAKDOWN OF AGRICULTURAL PRODUCTION BY TYPES OF PRODUCTION AS ESTIMATED  
BY COUNTY AGRICULTURAL AGENTS.

Types of Agri. Production	Number of Farms	Persons Currently Employed		
		Needing an Agricultural Background		Part-time
		Total	Full-time	
Dairy	142	287	199	88
Livestock	1042	4975	2430	2545
General - Crops (farms or ranches)	1612	4100	2117	1983
<b>Total agricultural production</b>	<b>2796</b>	<b>9362</b>	<b>4746</b>	<b>4616</b>

Table 2 SUMMARY OF THE NON-FARM BUSINESSES CLASSIFIED INTO SUBDIVISIONS OF OCCUPATIONAL FAMILIES TO INCLUDE NUMBER OF FIRMS, SIZE OF FIRM BY NUMBER OF EMPLOYEES, PERCENT GROSS INCOME AGRICULTURALLY ORIENTED IN THE STATE OF NEVADA, 1965.

Subdivisions of Occupational Families	Size of Firms			Av. Percent Gross Income Agricul- ally Oriented		
	By Number of Employees		Median Range	No. Firms	Employees	Median
	Total	Range				
Agriculture and Allied Mechanics						
Sales - mach & equip. &/or serv.	34	383	2-47	6.0	0-99	20.0
Metal fabrication &/or equip. repair	27	383	1-192	5.0	0-90	9.5
Sales - supplies, mach. parts, bldg. materials	21	262**	1-49	8.0	0-75	15.0
Construction - bldgs. & other	6	266	3-180	19.0	0-25	15.0
Sub-Totals	88	1294				15.2*
Animal Industry						
Milk processing & sales	14	532	3-192	25.0	0-100	99.0
Meat packers &/or wholesalers	21	260	1-42	8.0	3-100	100.0
Livestock buyers &/or trucking	13	88	1-28	5.0	1-100	100.0
Veterinarians - private practitioners	11	54	2-13	5.0	0-100	3.0
Other livestock firms	7	93***	1-77	4.0	1-100	95.0
Sub-Totals	66	1027				82.8*
Business - Econ., Finance, Agr. Supply, Serv.						
Banks	11	2014	2-1125	117.0	0-100	3.0
Insurance and real estate	29	208	2-38	5.0	0-100	50.0
Utilities - elec., telephone, & railroads	16	5547	2-1700	93.5	0-80	5.0
Feed dealers - agr. supply, processors	23	1358	1-450	7.0	0-100	90.0
Chemicals & metals - (agr. & other)	10	2828	2-1250	65.0	0-17	0.0
Gasoline wholesale distributors	13	437	3-175	11.0	0-50	6.5
Markets & grocery stores	32	2778	2-750	43.0	3-100	40.0
Sub-Totals	134	15170				39.2*

Table 2 (continued)

Subdivisions of Occupational Families	Size of Firms By Number of Employees				Av. Percent Gross Income Agricultur- ally Oriented	
	No. Firms	Total Employees		Range	Median	Median
		Firms	Employees			
Horticulture - Ornamental, Turf Landscape & lawn sprinkler contractors	22	218	2-28	6.5	3-100	100.0
Nursery stock sales	8	34	2-4	3.0	85-100	100.0
Golf course &/or hotel caretakers	16	175***	3-50	9.0	0-100	75.0
Sub-Totals	46	427		6.8*		91.3**
Plant Industry - Crops, Irrigation, Soil Irrigation companies and water conservation districts	8	123	1-92	3.5	0-100	100.0
Land leveling, well drilling & irrigation pump & equip. sales	12	79	2-14	5.0	4-100	92.5
Commercial pest control operators	9	65	2-24	5.0	0-100	7.0
Sub-Totals	29	258		4.6*		68.0*
TOTAL	363	18176				

\*Weighted = number of firms X median for each category ÷ total number of firms

\*\*Includes only the service departments in the automobile firms interviewed

\*\*\*Includes only the turf, grounds and shrub caretakers or employees working in agricultural part of the business

Table 3

SUMMARY OF EMPLOYER OPINIONS IN ALL THREE HUNDRED SIXTY THREE NON-FARM BUSINESSES TO SHOW THE PERCENTAGE OF EMPLOYEES WHO NEED A FARM BACKGROUND COMPARED TO THE TOTAL EMPLOYEES.

Sub-divisions of Occupational Families	No. Firms Interviewed	Firms w/Employees Needing Agr. Background			No. Employees Needing Agr. Background			% of Total Employees Needing Agr. Background		
		Employees Total Background		Total	Employees Agriculture Background		Total*	Fulltime	Parttime	Background
		Firms	Total	%	Employees	Total	%	Total*	Fulltime	Parttime
Agricultural & Allied Mechanics										
Sales - Mach. & equip. &/or serv.	34	383	6	17.6	40	42	1	10.4		
Metal Fabrication &/or equip. repair	27	383	5	18.5	43			11.2		
Sales - supplies, mach. parts, bldg. materials	21	262	3	14.3	7	7		2.7		
Construction - bldgs. & other	$\frac{6}{-88}$	$\frac{266}{1294}$	$\frac{-2}{-16}$	$\frac{33.3}{-18.2}$	$\frac{21}{111}$	$\frac{20}{109}$	$-\frac{1}{2}$	$-\frac{8.0}{8.6^{**}}$		
Sub-Totals										
Animal Industry										
Milk processing & sales	14	532	6	42.8	30	30		5.6		
Meat packers &/or wholesalers	21	260	4	19.0	41	40	1	15.8		
Livestock buyers &/or trucking	13	88	5	38.5	10	7	3	11.4		
Veterinarians - private practitioners	11	54	1	9.1	6	1	5	11.1		
Other livestock firms	$\frac{7}{-66}$	$\frac{93}{1027}$	$\frac{6}{-22}$	$\frac{85.7}{-33.3}$	$\frac{85}{172}$	$\frac{83}{161}$	$-\frac{2}{11}$	$-\frac{91.4}{16.7^{**}}$		
Sub-Totals										
Business - Econ., Finance, Agr. Supply, Serv.										
Banks	11	2014	5	45.4	79	79	8	3.9		
Insurance & Real Estate	29	208	9	31.0	25	17		12.0		
Utilities - elec., telephone, & railroads	16	5547	4	25.0	12	12		.2		
Feed dealers - agr. supply, processors	23	1358	9	39.1	53	39		3.9		
Chemicals & Metals (Agr. & other)	10	2828	0	0.0	0.	0.		0.0		
Gasoline wholesale distributors	13	437	2	15.4	45	43	2	10.3		
Markets & Grocery stores	$\frac{32}{134}$	$\frac{2778}{15170}$	$-\frac{5}{-34}$	$-\frac{15.6}{25.4}$	$-\frac{73}{287}$	$-\frac{70}{260}$	$-\frac{3}{27}$	$-\frac{2.6}{1.9^{**}}$		
Sub-Totals										
Horticulture - Ornamental, Turf										
Landscape & lawn sprinkler contractors	22	218	2	9.1	6	2	4	3.2		
Nursery stock sales	8	34							2.9	
Golf course &/or hotel caretakers	$\frac{16}{427}$	$\frac{175}{17.4}$	$-\frac{5}{-5}$	$-\frac{49}{-70}$	$-\frac{39}{-60}$	$-\frac{10}{-10}$		$-\frac{38.8}{17.8^{**}}$		
Sub-Totals										

Table 3 (Continued)

Sub-divisions of Occupational Families	Firms w/ Employees			% of Total		
	No. Firms	Employees Needing Agr. Background		Employees Agriculture Background	Employees Needing Employees Background	
		Total Interviewed Families	Total Employees		%	Total*
<b>Plant Industry - Crops, Irrigation, Soil</b>						
Irrigation companies & Water	8	123	3	37.5	38	30.9
Conservation Districts						
Land leveling, well drilling & irrigation	12	70	8	66.6	37	52.8
pump & equip. sales						
Commercial pest control operators	$-\frac{9}{29}$	$\frac{65}{258}$	$-\frac{1}{12}$	$-\frac{11.1}{41.4}$	$-\frac{1}{76}$	$-\frac{1.5}{66}$
Sub-Totals						$-\frac{29.4}{10}$
<b>TOTAL</b>	<b>363</b>	<b>18176</b>	<b>92</b>	<b>25.3</b>	<b>716</b>	<b>656</b>
					<b>60</b>	<b>4.0</b>

\* Total number of employees given is that indicated by the employer as needing an agricultural background.  
In some small firms the owner was not included.

\*\* Percentages are weighted averages of the occupational families.

TABLE 4 SUMMARY OF THE NUMBER OF EMPLOYEES WHO NEED AGRICULTURAL TRAINING OR BACKGROUND IN GOVERNMENT  
AGENCIES -- CITY, COUNTY, STATE, FEDERAL -- CLASSIFIED INTO OCCUPATIONAL FAMILIES, NEVADA, 1965.

Occupational Families	No. Employees in Agencies			% of Total Employees Needing Agr. Ag. Background		
	Total of All Agencies Interviewed		Needing Age. Training or Background	Part-time		
	Full-time	Total				
<b>A. Agricultural &amp; Allied Mechanics</b>	0	0	0	0	0.0	0.0
City	0	0	0	0	0.0	0.0
County	1	25	20	20	80.0	80.0
State	0	0	0	0	0.0	0.0
Federal	1	25	20	20	80.0	80.0
Sub-Total	1	25	20	20	80.0	80.0
<b>B. Animal Industry</b>	0	0	0	0	0.0	0.0
City	0	0	0	0	0.0	0.0
County	1	16	14	14	87.5	87.5
State	1	13	9	9	69.2	69.2
Federal	1	29	23	23	79.3	79.3
Sub-Total	2	53	45	45	84.9	84.9
<b>C. Business - Economics, Financial</b>	0	0	0	0	0.0	0.0
City	0	0	0	0	0.0	0.0
County	2	15	11	11	73.3	73.3
State	2	38	34	34	89.8	89.8
Federal	4	53	45	45	84.9	84.9
Sub-Total	4	53	45	45	84.9	84.9
<b>D. Horticulture - Ornamental, Turf</b>	10	1833	52	28	2.8	2.8
City	3	568	20	18	3.5	3.5
County	1	20	17	17	85.0	85.0
State	1	0	0	0	0.0	0.0
Federal	0	0	0	0	0.0	0.0
Sub-Total	14	2421	63	63	26	26

TABLE 4 (Continued)

Occupational Families	No. Agencies Interviewed	Total of All Employees in Agencies		% of Total Employees Needing Agr. Ag. Background	
		Total	Needing Agr. Training or Background	Total	Part-time
E. Plant Industry - Crops, Soils				0.0	0.0
Irrigation		0	0	0.0	0.0
City	0	0	0	85.7	85.7
County	1	14	12	0.0	0.0
State	0	0	0	85.7	85.7
Federal					
Sub-Total	1	14	12		
F. Education & Research				0.0	0.0
City	0	0	0	75.9	75.9
County	0	0	0	4.8	4.8
State	7	199	116	51.3	51.3
Federal	1	105	5		
Sub-Total	8	304	156		
G. Land Management, Wildlife & Recreation, Forestry				0.0	0.0
City	0	0	0	81.8	81.8
County	0	0	0	50.6	50.6
State	2	154	126		
Federal	7	605	306		
Sub-Total	9	759	432		
TOTALS	39	3605	777	591	21.6

Table 5 SUMMARY OF THREE HUNDRED SIXTY-THREE EMPLOYER RESPONSES IN NON-FARM BUSINESSES TO THE QUESTION, "WOULD YOU BE WILLING TO COOPERATE IN A TRAINING PROGRAM FOR ON-THE-JOB TRAINING?"

Sub-divisions of Occupational Families	No. Firms	High School			2-Year Technical or Vocational		
		Yes	No	Undecided	Yes	No	Undecided
<b>Agricultural &amp; Allied Mechanics</b>							
Sales - mach. & equip. &/or serv.	34	22	9	3	27	5	2
Metal fabrication &/or equip. repair	27	12	13	2	14	11	2
Sales - supplies, hardware, mach. parts, bldg. materials	21	12	7	2	12	6	3
Construction - bldgs. & other	$\frac{6}{88}$	$\frac{3}{49}$	$\frac{1}{30}$	$\frac{2}{9}$	$\frac{5}{58}$	$\frac{0}{22}$	$\frac{1}{8}$
Sub-Total		55.6	34.0	10.2	66.0	25.0	9.0
Percentage							
<b>Animal Industry</b>							
Milk processing & sales	14	9	5	0	10	3	1
Meat packers &/or wholesalers	21	11	9	1	13	7	1
Livestock dealers & buyers &/or trucking	13	5	8	0	5	8	0
Veterinarians - private practitioners	11	6	3	2	5	3	3
Other livestock firms	$\frac{7}{66}$	$\frac{4}{35}$	$\frac{1}{26}$	$\frac{2}{5}$	$\frac{4}{37}$	$\frac{0}{21}$	$\frac{3}{8}$
Sub-Total		53.0	39.4	7.6	56.1	31.8	12.1
Percentage							
<b>Business - Econ., Finance, Agr. Supply, Serv.</b>							
Banks	11	6	4	1	7	3	1
Insurance & Real Estate - ranch & farm spec.	29	10	16	3	19	9	1
Utilities - elec. power, telephone & railroads	16	6	5	5	6	3	7
Feed dealers - agr. supply, processors	23	20	2	1	20	2	1
Chemicals & metals (agr. & other)	10	2	5	3	4	3	3
Gasoline wholesale distributors	13	4	7	2	6	5	2
Markets & grocery stores	$\frac{32}{134}$	$\frac{23}{71}$	$\frac{8}{47}$	$\frac{1}{16}$	$\frac{22}{84}$	$\frac{8}{33}$	$\frac{2}{17}$
Sub-Total	53.0	35.0	12.0	12.7	24.6	12.7	
Percentage							

Table 5 (continued)

Sub-divisions of Occupational Families	2-Year Technical or Vocational					
	High School			Yes No Undecided		
	No. Firms	Yes	No	Yes	No	Undecided
Horticulture - Ornamental, Turf Landscaping & lawn sprinkler contractors	22	16	5	1	1	5
Nursery stock sales	8	5	1	2	1	2
Golf course &/or hotel caretakers	<u>16</u> 46	<u>10</u> 31	<u>3</u> 9	<u>3</u> 6	<u>10</u> 31	<u>3</u> 9
Sub-Total	67.4	19.5	13.0	67.4	19.5	13.0
Percentage						
Plant Industry - Crops, Irrigation, Soil Irrigation Companies & water conserv. dist.	8	3	4	1	3	4
Land leveling, well drilling & irrigation pump & equipment sales	12	8	3	1	9	2
Commercial pest control operators - agr.	<u>9</u> 29	<u>8</u> 19	<u>1</u> 8	<u>0</u> 2	<u>8</u> 20	<u>1</u> 7
Sub-Total	65.5	27.5	7.0	69.0	24.0	7.0
Percentage						
TOTALS	363	205	120	38	230	92
Average weighted percentage	56.4*32.9*	10.5*	63.4*25.3*	11.5*		

\*Average weighted percentage = Sum of No. Firms X percent ÷ Total Firms

TABLE 6 SUMMARY OF RESPONSES OF THIRTY-NINE DEPARTMENT HEADS IN GOVERNMENT AGENCIES INTERVIEWED TO THE QUESTION, "WOULD YOU BE WILLING TO COOPERATE IN A TRAINING PROGRAM FOR ON-THE-JOB TRAINING?"

Occupational Families	Dept. Heads	High School			2-Year Tech. or Voc.		
		Yes		No	Yes		No
		No.	2-Year Tech. or Voc.	Yes	No	Undecided	Yes
A. Agricultural & Allied Mechanics							
City	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0
State	1	1	0	0	1	0	0
Federal	1	1	0	0	1	0	0
Sub-Totals	1	1	0	0	1	0	0
Percent	100.0	100.0	0.0	0.0	100.0	0.0	0.0
B. Animal Industry							
City	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0
State	2	1	1	1	1	1	1
Federal	1	0	1	0	0	1	1
Sub-Totals	3	1	1	1	0	1	1
Percent	33.3	33.3	33.3	33.3	33.3	33.3	33.3
C. Business - Economics, Financial							
City	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0
State	1	0	1	0	0	1	1
Federal	2	1	1	0	1	1	1
Sub-Totals	3	1	1	0	1	1	1
Percent	33.3	33.3	33.3	33.3	33.3	33.3	33.3
D. Horticulture - Ornamental, Turf							
City	9	5	2	2	2	1	2
County	3	3	0	0	0	0	0
State	2	1	1	1	1	1	0
Federal	0	0	0	0	0	0	0
Sub-Totals	14	9	3	3	3	1	2
Percent	64.3	64.3	33.3	33.3	33.3	21.4	14.3

TABLE 6 (Continued)

Sub-divisions of Occupational Families	No. Dept. Heads	High School			2-Year Tech. or Voc.	
		Yes	No	Undecided	Yes	No
					Undecided	Yes
<b>E. Plant Industry - Crops, Soils</b>					--	--
Irrigation	0	--	--	--	--	--
City	0	--	--	--	--	--
County	1	1	0	1	0	0
State	0	--	--	--	--	--
Federal	1	1	0	1	0	0
<b>Sub-Totals</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>F. Education &amp; Research</b>					--	--
City	0	--	--	--	--	--
County	0	--	--	--	--	--
State	7	4	2	1	6	1
Federal	1	0	1	0	0	1
<b>Sub-Totals</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>1</b>
<b>Percent</b>	<b>50.0</b>	<b>37.5</b>	<b>37.5</b>	<b>12.5</b>	<b>75.0</b>	<b>25.0</b>
<b>G. Land Management, Wildlife &amp; Recreation</b>					--	--
Forestry	0	--	--	--	--	--
City	0	--	--	--	--	--
County	2	1	0	0	0	0
State	7	4	2	2	6	1
Federal	9	5	5	2	6	1
<b>Sub-Totals</b>	<b>22.2</b>	<b>15.6</b>	<b>12.2</b>	<b>7.7</b>	<b>66.7</b>	<b>11.1</b>
<b>Percent</b>	<b>39</b>	<b>19</b>	<b>15</b>	<b>5</b>	<b>22</b>	<b>5</b>
<b>Totals</b>	<b>48.7*</b>	<b>38.5*</b>	<b>38.5*</b>	<b>12.8*</b>	<b>12.8*</b>	<b>5</b>
<b>Percent</b>						

\*Weighted Percent = No. Dept. Heads X percent in each category + Total No. Dept. Heads.

Table 7 SUMMARY OF THE THREE HUNDRED SIXTY-THREE NON-FARM BUSINESSES BY YEARS OF OPERATION DISTRIBUTED INTO THREE CATEGORIES INDICATING LENGTH OF TENURE, ALSO, RANGE AND MEDIAN.

Sub-divisions of Occupational Families	No. Firms	No. of Businesses by Years in Operation				
		1-5 Years	6-20 Years	Over 21 Years	Range	Median
Agricultural & Allied Mechanics						
Sales - machinery & equip. &/or services	34	8	14	12	1-62	20.0
Metal Fabrication &/or equip repair	27	6	13	8	2-55	11.0
Sales - supplies, machinery parts, bldgs. mat.	21	7	2	12	1-65	21.0
Construction - bldgs. & other	6	0	5	1	6-40	13.5
Animal Industry						
Milk processing and sales	14	3	5	6	1-59	16.0
Meat packers &/or wholesalers	21	7	8	6	1-80	10.0
Livestock buyers &/or trucking	13	2	6	5	2-50	18.0
Veterinarians - private practitioners	11	4	7	0	1-19	8.0
Other livestock firms	7	3	4	0	1-11	8.0
Business - Finance, Agr. Supply, Service						
Banks	11	3	1	7	1-62	26.0
Insurance firms & real estate	29	4	16	9	2-50	14.0
Utilities	16	1	3	12	4-95	37.5
Feed dealers - agr. supply, processors	23	5	6	12	1-64	24.0
Chemicals and metals	10	1	4	5	4-51	17.5
Gasoline and wholesale distributors	13	1	3	9	4-40	30.0
Markets and grocery stores	32	7	17	8	1-75	13.0
Horticulture - Ornamental, Turf						
Landscape and lawn sprinkler contractors	22	8	10	4	2-40	11.0
Nursery stock sales	8	4	4	0	4-13	6.0
Golf course &/or hotel caretakers	16	8	6	2	1-29	5.5
Plant Industry - Crops, Irrigation, Soil						
Irrigation companies and water conservation dist.	8	0	1	7	7-64	43.0
Land leveling, well drilling & irrigation pump	12	7	4	4	1-59	3.5
and equip. sales	9	4	5	0	2-20	7.0
Commercial pest control operators - agr.						

TABLE 8 SUMMARY OF SOURCES MOST FREQUENTLY USED BY THREE HUNDRED SIXTY-THREE NON-FARM BUSINESSES AND THIRTY-NINE GOVERNMENT AGENCIES INTERVIEWED IN SECURING NEW EMPLOYEES, AS TO OCCUPATIONAL FAMILIES, NEVADA 1965.

Occupational Families	No. Firms or Gov. Agencies	% Employees!						% Public		
		% State Gov. Agency.	% Empl. Service	% Adver- tisement	% Indv. Recom.	Own Initia- tive	Placement Service	College Schools	High Schools	Unions
Agricultural & Allied Mechanics										
Non-Farm Businesses	88	23.8	10.9	18.8	39.6	0.0	0.0	1.9	5.0	
Gov. Agencies	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0*
Animal Industry										
Non-Farm Businesses	66	18.9	5.1	17.7	43.0	5.1	3.8	5.1	1.3	
Gov. Agencies	3	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0
Business - Economics, Finance, Agr. Supply, Service										
Non-Farm Businesses	134	24.0	9.5	17.1	34.8	1.9	2.5	7.0	3.2	
Gov. Agencies	3	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0
Horticulture - Ornamental, Turf										
Non-Farm Businesses	46	37.8	2.2	13.3	35.6	0.0	2.2	6.7	2.2	
Gov. Agencies	13	26.7	20.0	16.7	26.7	0.0	3.3	0.0	6.6	
Plant Industry - Crops, Irrigation, Soil										
Non-Farm Businesses	29	28.1	12.5	21.9	37.5	0.0	0.0	0.0	0.0	
Gov. Agencies	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0*
Education & Research										
Gov. Agencies	8	0.0	0.0	0.0	0.0	0.0	0.0	11.1	0.0	77.8
Forestry, Land Management, Wildlife and Recreation										
Gov. Agencies	10	0.0	0.0	6.3	12.5	12.5	6.2	0.0	0.0	62.5

\* Other: Most State and Federal Agencies are required to draw employees from Civil Service rosters.

Table 9 COMPILED REPORT OF RESPONSES OF FOUR HUNDRED AND TWO EMPLOYERS IN NON-FARM BUSINESSES AND GOVERNMENT AGENCIES TO THE QUESTION, "WHAT DO YOU THINK SHOULD BE EMPHASIZED IN HIGH SCHOOL VOCATIONAL PROGRAMS?"

Column Code	Agriculture & Allied Mech.	Animal Industry	Business-Economics Finance, Supply	Hort.	Plant Industry	Gov. Agen.	Totals	% each category is of grand total												
								Total responses			% total category									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16					
Sales-macy. & equip.	Sales-supplies	Milk processing	Meat products	Livestock dealers	Veterinarians	Banks	Ins. & real estate	Utilities	Feed & agr. supply	Chem. & gas dist.	Food markets	Sales & constr.	Caretakers	Pest control	Gov. agencies.					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
AGRICULTURE															40 26.0					
General agriculture	2	1	1	2	1	5	1	5	1	1	2	5	7	4	4	32 20.8				
Horticulture																	11 7.1			
Soils & irrigation	1	3	1														10 6.5			
Animal husbandry																	10 6.5			
Animal nutrition																	10 6.5			
Farm management																	18 5.2			
L.S. judg. & grad.																	8 5.2			
Agronomy																	6 3.9			
Insecticides & chem.																	4 2.6			
Meat cutting & mkt.																	4 2.6			
Animal diseases	1	3	1	1													1 1.3			
Use of fertilizers																	2 1.3			
Forestry																	12 154 100.0 13.2			
Sub-Totals																				
CLERICAL																				
Actg. & bkpg.	5	2	3	1	2	2	1	9	10	1	1	4	2	3	1	6	53 40.2			
Gen. cler. courses	3	2	2	3	1	2	2	2	2	4	1	2	1	3	1	5	30 22.7			
Typing	2	2	1														25 18.9			
Bus. machines	10	4	8	5	2	3	3	2	3	3	1	3	3	4	4	7	1 24 18.2			
Sub-Totals																	1 132 100.0 11.3			

Table 5 (continued)

C. Column Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
COMMUNICATIONS																					
Spelling & writing	4	3	6	6	3	2	1	13	7	9	11	10	6	5	3	3	4	2	98	64.9	
Speaking abilities	4	1	1	4	1	1	4	6	1	2	5	3	2	1	2	1	7	44	29.1		
Gen. Communications	$\frac{1}{9}$	$\frac{3}{7}$	$\frac{7}{7}$	$\frac{1}{8}$	$\frac{2}{2}$	$\frac{1}{2}$	$\frac{1}{18}$	$\frac{15}{15}$	$\frac{1}{11}$	$\frac{1}{14}$	$\frac{1}{15}$	$\frac{1}{9}$	$\frac{1}{5}$	$\frac{1}{5}$	$\frac{1}{6}$	$\frac{1}{10}$	$\frac{9}{151}$	$\frac{5.0}{100.0}$	12.9		
Sub-Totals																					
ECONOMICS																					
Gen. Business & mgmt.	5	2	5	2	1	2	1	13	3	4	6	9	4	1	4	2	2	68	63.6		
General economics	1	1	1	4	1	2	2	7	3	3	7	1	1	1	1	1	1	19	17.7		
Mdse. & marketing																		11	10.3		
Business law																		9	8.4		
Sub-Totals																		$\frac{9}{107}$	$\frac{100.0}{100.0}$	9.2	
MATHEMATICS																		$\frac{3}{3}$	$\frac{2}{2}$		
Gen mathematics	4	10	4	5	6	4	2	1	3	2	1	9	4	2	2	3	5	5	70	81.4	
Alg. & geometry	$\frac{2}{6}$	$\frac{7}{17}$	$\frac{4}{4}$	$\frac{5}{5}$	$\frac{6}{6}$	$\frac{4}{4}$	$\frac{2}{2}$	$\frac{1}{1}$	$\frac{2}{2}$	$\frac{5}{5}$	$\frac{1}{1}$	$\frac{9}{9}$	$\frac{4}{4}$	$\frac{2}{2}$	$\frac{1}{3}$	$\frac{2}{5}$	$\frac{5}{5}$	$\frac{16}{86}$	$\frac{18.6}{100.0}$	7.4	
Sub-Totals																					
MECHANICS																					
Gen. mechanics	15	6	7	3	1	4	1	1	1	1	2	5	1	1	5	5	5	17	88	28.1	
Welding	10	15	5	1														45	14.4		
Diesel & heavy equip.	10	7																28	8.9		
Auto mechanics	8	6	3															25	8.0		
Carp. & bldg. const.	3	1	4															19	6.1		
Mach. & metal worker	4	9	2															18	5.8		
Elec., wiring, motors	2	1																16	5.1		
Equip. oper. & mach. rep.	2	1																2	14	4.5	
Drafting & plan reading	3	1																1	13	4.1	
Gas engines	2																	3	1	3.5	
Equip. maintenance	1	1	1															1	11	3.5	
Plumb. & refriger.	1	2	1															5	1.6		
Eng. & surveying	1	1																4	1.3		
Parts & inventory	2	2																3	1.0		
Electronics	$\frac{1}{62}$	$\frac{52}{25}$	$\frac{5}{5}$	$\frac{2}{2}$	$\frac{17}{17}$													$\frac{1}{20}$	$\frac{313}{313}$	26.7	
Sub-Totals																					

Table 9 (continued)

Column Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
PERSONAL TRAITS																					
Personality traits	6	10	2	2	6	4	1	2	2	2	6	8	2	15	1	3	55	30.2			
Public relations	3	4	6	3	5	2	3	5	2	2	6	13	2	3	4	2	52	28.6			
Salesmanship	9	2	2	3	4	1	2	2	2	2	6	13	2	3	4	1	51	28.0			
Practical work exp.		4	2	2	2	2	1	1	3	1	3	3	1	1	1	1	24	13.2			
Sub-Totals	18	20	12	8	17	9	5	10	1	9	12	39	6	5	6	5	182	100.0	15.6		
SCIENCE																					
Biological science																					
Physical science																					
Chemistry																					
Sub-Totals																					
TOTALS	113	100	65	43	53	55	12	46	77	55	70	78	94	86	43	82	34	62	1168	100.0	

COMPILED REPORT OF RESPONSES OF FOUR HUNDRED AND TWO EMPLOYERS IN NON-FARM BUSINESSES AND GOVERNMENT AGENCIES TO THE QUESTION, "WHAT DO YOU THINK SHOULD BE TAUGHT IN A TWO-YEAR TECHNICAL PROGRAM ADMINISTERED BY THE COLLEGE OF AGRICULTURE AT THE UNIVERSITY OF NEVADA?"

Table 10 (continued)

Column Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
<b>COMMUNICATIONS</b>																					
Spelling & writing	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	5	41	58.6
Speaking abilities	3	2	6	1	5	1	2	1	1	4	1	2	1	3	1	1	3	1	3	29	41.4
Sub-Totals	4	4	6	2	7	12	4	5	5	7	1	3	1	3	1	1	3	1	8	70	100.0
ECONOMICS																					5.0
General business & mgmt.	5	1	5	2	7	4	1	4	10	6	5	9	8	4	2	4	2	2	84	43.5	
General economics	1	1	2	1	2	1	1	2	11	3	2	3	4	2	4	2	1	1	34	17.6	
Mdse. & marketing	1	1	2	1	1	1	1	4	4	4	4	14	1	1	1	1	1	1	33	17.1	
Business law	1	1	2	1	1	1	2	15	2	2	15	2	2	1	1	1	4	27	14.0		
Real estate & appraisal																			15	7.8	
Sub-Totals																			8	193	100.0
MATHEMATICS																					13.7
Gen. mathematics	3	1	3	2	1	5	1	3	6	8	3	2	2	1	39	68.4					
Algebra & geometry	1	8	1	1	1	3	2	1	4	1	3	6	2	1	15	55	14.5				
Sub-Totals	1	11	1	1	1	3	4	1	9	1	3	6	10	3	1	1	41	10.8			
MECHANICS																			1	57	31.6
General mechanics	1	3	2	1	1	3	1	1	5	8	6	2	6	1	1	1	1	1	26	6.8	
Advanced welding	9	11	6	1	1	1	1	1	2	3	3	1	4	1	1	1	1	1	25	6.6	
Drafting, plan reading	2	11	2						1	1	1	1	3	1	3	1	1	1	23	6.0	
Diesel & heavy																			1	23	6.0
Equipment repair	12	1	3	1	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1	5.5	
Advanced mechanics	17	5	3																1	21	5.5
Auto mechanics	7	5	1	1															1	3	5.2
Eng. & surveying	2	5	1																4	17	4.7
Mach. & metal worker	5	9	2																4	14	3.7
Equip. oper. & repair	5	5	3																11	2.9	
Electronics	2	1	1	1	1	2	1	1	5	1	2	1	1	1	1	1	1	1	6	1.6	
Plumb. & refriger.	1	2	1	1	1	2	1	1	2	1	1	2	1	1	1	1	1	1	5	1.3	
Hydraulics	5																		6	1.3	
Parts inventory		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	31	381	
Sub-Totals	82	62	25	4	2	18	7	1	5	19	32	10	15	4	42	3	15	4	42	27.2	

Table 10 (continued)

Column Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
PERSONAL TRAITS																					
Salesmanship & advt.	8	1	3	2	3	2	2	12	3	2	7	12	5	1	1	5	69	34.3			
Public relations	4	1	4	3	4	3	2	8	4	2	7	11	2	2	2	59	29.3				
Personality traits	3	3	1	1	1	8	3	4	2	4	1	6	3	1		39	19.4				
Practical work exp.	4	4	1	1	1	1	1	1	1	1	1	2	1	1		18	9.0				
Human relations																					
Sub-Totals																					
SCIENCE																					
Physical sci. & chem.																					
Biological science																					
Sub-Totals																					
TOTAL	131	100	56	36	53	75	34	50	120	51	96	90	122	112	63	97	20	97:1403	100.0		

Table 11 SUMMARY OF FOUR HUNDRED AND TWO EMPLOYER RESPONSES TO THE TWO QUESTIONS: "WHAT SHOULD BE TAUGHT IN A HIGH SCHOOL VOCATIONAL PROGRAM AND A TWO YEAR TECHNICAL PROGRAM ADMINISTERED BY THE COLLEGE OF AGRICULTURE AT THE UNIVERSITY OF NEVADA?"

I. Rank order of major subject matter or topic divisions

Rank Order	Division	High School		Two Year Technical School		% total
		% total	Division	% total	Division	
1.	Mechanics	26.7	Mechanics	27.2		
2.	Personal Traits	15.6	Agriculture	25.3		
3.	Agriculture	13.2	Personal Traits	14.3		
4.	Communications	12.9	Economics	13.7		
5.	Clerical	11.3	Clerical	6.3		
6.	Economics	9.2	Communications	5.0		
7.	Mathematics	7.4	Mathematics	4.1		
8.	Science	3.7	Science	4.1		

II. Summary to compare High School and Two Year Technical School

	High School	Two Year Technical School	
Total Topic areas listed	47	52	
Number topic areas with 20 or more listed	19	24	
Percent of total		63.6%	
Number topic areas with less than 20 listed	28	29	
Percent of total	25.4%	36.4%	
Total Employer responses	1168	1403	

Table 11 (cont.)

III. Summary of specific subject matter or topic areas listed in rank order from the highest to include twenty or more responses, also the percentage of each topic compared to the total number of responses listed by the employers.

Rank	High School			Two Year Technical School					
	Topic Areas	No.	Responses	%	Rank	Topic Areas	No.	Responses	%
1.	Spelling and writing	98	8.39	8.39	1.	General Business Management	84	5.98	5.98
2.	General Mechanics	88	7.53	7.53	2.	Salesmanship	69	4.91	4.91
3.	General Mathematics	70	5.99	5.99	3.	Horticulture	62	4.41	4.41
4.	General Business & Management	68	5.82	5.82	4.	Public Relations	59	4.20	4.20
5.	Personality Traits	55	4.70	4.70	5.	General Mechanics	55	3.92	3.92
6.	Accounting and Bookkeeping	53	4.53	4.53	6.	Soils and Irrigation	42	2.99	2.99
7.	Public Relations	52	4.45	4.45	7.	Advanced Welding	41	2.92	2.92
8.	Salesmanship	51	4.36	4.36	8.	Spelling and writing	41	2.92	2.92
9.	Welding	45	3.85	3.85	9.	Personality Traits	39	2.77	2.77
10.	Speaking Abilities	44	3.76	3.76	10.	General Mathematics	39	2.77	2.77
11.	General Agriculture	40	3.42	3.42	11.	Physical Science and Chemistry	36	2.56	2.56
12.	Horticulture	32	2.73	2.73	12.	General Economics	34	2.42	2.42
13.	General clerical courses	30	2.57	2.57	13.	General Agriculture	33	2.35	2.35
14.	Diesel and heavy equipment	28	2.39	2.39	14.	Merchandising and Marketing	33	2.35	2.35
15.	Auto Mechanics	25	2.14	2.14	15.	Meat Cutting and Marketing	32	2.28	2.28
16.	Typing	25	2.14	2.14	16.	Insect and Weed Control	31	2.20	2.20
17.	Practical work experience	24	2.05	2.05	17.	Speaking Abilities	29	2.06	2.06
18.	Business Machines	24	2.05	2.05	18.	Animal Husbandry	29	2.06	2.06
19.	Biological Sciences	20	1.71	1.71	19.	Drafting and plan reading	28	1.99	1.99
20.					20.	Business Law	27	1.92	1.92
21.					21.	Diesel & Heavy Equipment Repair	27	1.92	1.92
22.					22.	Advanced Mechanics	26	1.85	1.85
23.					23.	Auto Mechanics	25	1.78	1.78
24.					24.	Mechanists and Metal workers	23	1.63	1.63
25.					25.	Engineering and surveying	23	1.56	1.56
26.					26.	Agronomy	22	1.49	1.49
27.					27.	Biological Sciences	21	1.49	1.49
28.					28.	Equipment Maintenance	21	1.49	1.49
29.					29.	Equipment Operation and Repair	21	1.49	1.49
30.					30.	Farm Management	20	1.42	1.42
31.					31.	Electronics	20	1.42	1.42

COMPILED OPINIONS OF THREE HUNDRED TEN NON-FARM BUSINESSES CLASSIFIED INTO POPULATION AREAS BY SUBDIVISIONS OF OCCUPATIONAL FAMILIES TO INCLUDE: NUMBER OF EMPLOYEES; FULL-TIME, PART-TIME, MALE AND FEMALE; EXPANSION IN NUMBER OF EMPLOYEES FIVE YEARS HENCE; AND REPLACEMENTS NEEDED DURING THE NEXT FIVE YEARS, NEVADA, 1965.

SUBDIVISIONS OF OCCUPATIONAL FAMILIES	I. Reno, Sparks, Carson City		II. Las Vegas, Henderson, B.C.		III. All Other Nevada Areas																		
	Current		Full-time		Part-time																		
	Male	Female	Male	Female	Male	Female																	
Total Employees	Number of firms	Male	Female	Male	Female	Male																	
Agri. & Allied Mechanics	Number of firms	Male	Female	Male	Female	Male																	
Sales - Mach. & Equip.	383	8	132	14	0	84	311	6	92	15	1	0	43	66	20	107	12	4	6	67	52		
Metal Fabrication &/or equip. repair	383	7	114	5	137	0	79	265	7	79	6	0	1	79	65	13	37	0	4	0	9	25	
Sales-supplies, Mach. parts, Bldg. materials	262	7	135	10	0	0	34	131	5	66	2	1	0	34	128	9	37	6	1	4	13	27	
Construction - Bldg. & other	266	1	20	1	1	0	31	5	3	58	1	0	0	71	16	2	185	0	0	0	0	0	
Sub-Totals	1294	23	401	30	138	0	228	712	21	295	24	2	1	227	275	44	366	18	9	10	89	104	
Animal Industry																							
Milk processing & sales	532	5	166	14	5	0	136	205	5	268	29	0	9	82	212	4	35	4	0	2	18	46	
Meat Packer &/or wholesaler	260	10	98	9	3	1	16	52	4	69	10	1	0	26	66	7	58	6	4	1	20	4	
Livestock Buyer & Trucking	88	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	58	3	18	9	14	16
Veterinarian	54	3	6	2	2	0	7	13	5	13	5	9	3	16	56	3	3	4	4	3	2	8	
Other Livestock Firms	93	1	5	0	0	0	0	0	3	4	2	0	0	2	2	3	79	0	1	18	247		
Sub-Totals	1027	19	275	25	10	1	159	270	17	354	46	10	12	126	336	30	233	17	28	16	72	321	

TABLE 12.1 (Continued)

SUBDIVISIONS OF OCCUPATIONAL FAMILIES	Total Employees	I. Reno, Sparks, Carson City		II. Las Vegas, Henderson, B.C.		III. All Other Nevada Areas	
		Current Full-time	Part-time	Current Full-time	Part-time	Current Full-time	Part-time
Business & Econ. Finance	226	4	216	6	9	60	100
Banks, Ins. & Real Estate	294	7	21	10	3	20	16
Utilities	22	1	9	0	0	4	3
Feed Dealer	140	5	21	2	6	18	60
Chemicals & Metals	0	0	0	0	0	0	0
Gasoline Distr.	68	2	49	0	0	4	25
Food Markets	546	4	48	4	1	30	41
Sub-Totals	1096	23	364	22	14	5	136
Horticulture	218	13	99	14	3	94	42
Landscape Contr.	34	5	13	0	1	5	0
Nursery Stock Sales	175	10	114	2	9	1	72
Golf & Hotel						131	4
Sub-Totals	427	28	226	16	13	5	171
Plant Industry						93	20
Irrigation Companies	123	2	3	0	1	0	4
Land Lev., Well Dr.	70	3	13	0	0	9	3
Pest control operator	65	0	0	0	0	0	0
Sub-Totals	258	5	16	0	1	1	13
TOTALS	4102	98	1282	93	176	12	707
							143
							44
							19
							1051
							1454
							131
							911
							84
							98
							46
							267
							734

## PART II

Tables presented in this portion of the study (Part II) are based upon THREE-HUNDRED-THIRTY non-agricultural firms indicating they employ persons who needed an agricultural training or background.

Tables preceding this point were based upon a total of three-hundred sixty-three firms interviewed and from whom answers to Part I of the study were obtained. The total three-hundred-sixty-three firms responding to Part I contained fifty-three firms indicating they were not agriculturally orientated or did not employ people who needed agricultural training or background. The fifty-three firms were deducted from the total to give authenticity to the data presented hereafter.

Table 12.2 SUMMARY OF THREE HUNDRED AND TEN NON-FARM BUSINESSES CLASSIFIED INTO OCCUPATIONAL FAMILIES TO INCLUDE: AVERAGE NUMBER OF EMPLOYEES PER FIRM DIVIDED INTO FULL TIME, PART TIME, MALE AND FEMALE; EMPLOYEES NEEDED DURING THE NEXT FIVE YEARS DUE TO EXPANSION, REPLACEMENT AND TOTAL FUTURE EMPLOYEE REQUIREMENTS; PERCENTAGE OF FULL TIME, PART TIME, MALE AND FEMALE; ALSO, EMPLOYEES NEEDED DURING THE NEXT FIVE YEARS DUE TO EXPANSION, REPLACEMENT, AND TOTAL FUTURE EMPLOYEE REQUIREMENTS, COMPARED TO THE TOTAL CURRENT EMPLOYEES.

I. Reno, Sparks, Carson City		II. Las Vegas, Boulder City, Henderson	
OCCUPATIONAL FAMILIES	EMPLOYEES	FIRMS	EMPLOYEES
Agr. & Allied Mech.			
Total	23 569	401	30 138
Average	24.7	17.4	1.3
Percentage	100.0	70.5	5.3
Animal Industry			
Total	19 311	275	25 10
Average	16.4	14.5	1.3
Percentage	100.0	88.4	8.0
Business			
Total	23 405	364	22 14
Average	17.6	15.8	0.9
Percentage	100.0	89.9	5.4
Horticulture			
Total	28 260	226	16 13
Average	9.3	8.1	0.6
Percentage	100.0	86.9	6.1
Plant Industry			
Total	5 18	16	0 1
Average	3.6	3.2	0 0.2
Percentage	100.0	88.9	0.0 5.5
TOTAL	98 1563	1282	93 176
AVERAGE	15.9	13.1	0.9 1.8
PERCENTAGE	100.0	82.0	5.9 11.3
• Future Emp.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			
• Female Fem.			
• Expansions 5 yrs.			
• Replacements			
• Full-time Emp.			
• Part-time Emp.			
• Male Fem.			

Table 12.2 continued

## III. All Other State Areas

Agr. & Allied Tech.	No. Firms	F. Employees	Full Time		Part Time		Female	Male	Female	Male	Expansions 5 yrs.	Rep. Licenses 5 yrs.	Duration 5 yrs.	Requirements	T. Future Emp.
			Time	Time	Time	Time									
Total	44	403	366	18	9	10	89	104	193	193					
Average		9.1	8.3	.4	.2	.2	2.0	2.4	4.4	4.4					
Percentage		100.0	90.8	4.5	2.2	2.5	22.1	25.8	47.9	47.9					
Animal Industry															
Total	30	294	233	17	28	16	72	321	393	393					
Average		9.8	7.8	.6	.9	.5	2.4	10.7	13.1	13.1					
Percentage		100.0	79.3	5.8	9.5	5.4	24.5	109.2	133.7	133.7					
Business															
Total	34	211	136	30	36	9	44	89	133	133					
Average		6.2	4.0	.9	1.0	.3	12.9	26.2	39.1	39.1					
Percentage		100.0	64.4	14.2	17.1	4.3	20.8	42.2	63.0	63.0					
Horticulture															
Total	5	24	11	4	3	7	17	5	22	22					
Average		5.0	2.2	.8	.6	1.4	3.4	1.0	4.4	4.4					
Percentage		100.0	44.0	16.0	12.0	28.0	68.0	20.0	88.0	88.0					
Plant Industry															
Total	18	206	165	15	22	4	45	215	260	260					
Average		11.4	9.2	.8	1.2	.2	2.5	11.9	14.4	14.4					
Percentage		100.0	80.1	7.3	10.7	1.9	21.8	104.4	126.2	126.2					
TOTAL	131	1139	911	84	98	46	267	734	1001	1001					
AVERAGE		8.7	6.9	.6	.7	.3	2.0	5.6	7.6	7.6					
PERCENTAGE		100.0	80.0	7.4	8.6	4.0	23.4	64.4	87.9	87.9					

Table 12.3 SUMMARY OF EMPLOYEES IN BOTH NON-FARM BUSINESSES AND GOVERNMENT AGENCIES TO INCLUDE: NUMBER OF EMPLOYEES PER FIRM, PERCENTAGE OF EMPLOYEES COMPARED WITH THE TOTAL EMPLOYEES; DIVIDED INTO FULL TIME, PART TIME, MALE AND FEMALE; EXPANSION, REPLACEMENT AND TOTAL FUTURE EMPLOYEE REQUIREMENTS, NEVADA, 1965.

No. Firms	Total	Male	Female	Male	Female	CURRENT	Full Time	Part Time	Male	Female	Part Time	Full Time	Female	Male	Female	Expansions	5 Yrs. Hence	RepLacement During	Next 5 Yrs.	Future Employee Requirements
1	1	1	0	1	0	1	1	0	1	0	0	1	0	1	0	1	0	1	0	1
2	2	2	0	2	0	2	2	0	2	0	0	2	0	2	0	2	0	2	0	2
3	3	3	0	3	0	3	3	0	3	0	0	3	0	3	0	3	0	3	0	3
4	4	4	0	4	0	4	4	0	4	0	0	4	0	4	0	4	0	4	0	4
5	5	5	0	5	0	5	5	0	5	0	0	5	0	5	0	5	0	5	0	5
6	6	6	0	6	0	6	6	0	6	0	0	6	0	6	0	6	0	6	0	6
7	7	7	0	7	0	7	7	0	7	0	0	7	0	7	0	7	0	7	0	7
8	8	8	0	8	0	8	8	0	8	0	0	8	0	8	0	8	0	8	0	8
9	9	9	0	9	0	9	9	0	9	0	0	9	0	9	0	9	0	9	0	9
10	10	10	0	10	0	10	10	0	10	0	0	10	0	10	0	10	0	10	0	10
11	11	11	0	11	0	11	11	0	11	0	0	11	0	11	0	11	0	11	0	11
12	12	12	0	12	0	12	12	0	12	0	0	12	0	12	0	12	0	12	0	12
13	13	13	0	13	0	13	13	0	13	0	0	13	0	13	0	13	0	13	0	13
14	14	14	0	14	0	14	14	0	14	0	0	14	0	14	0	14	0	14	0	14
15	15	15	0	15	0	15	15	0	15	0	0	15	0	15	0	15	0	15	0	15
16	16	16	0	16	0	16	16	0	16	0	0	16	0	16	0	16	0	16	0	16
17	17	17	0	17	0	17	17	0	17	0	0	17	0	17	0	17	0	17	0	17
18	18	18	0	18	0	18	18	0	18	0	0	18	0	18	0	18	0	18	0	18
19	19	19	0	19	0	19	19	0	19	0	0	19	0	19	0	19	0	19	0	19
20	20	20	0	20	0	20	20	0	20	0	0	20	0	20	0	20	0	20	0	20
21	21	21	0	21	0	21	21	0	21	0	0	21	0	21	0	21	0	21	0	21
22	22	22	0	22	0	22	22	0	22	0	0	22	0	22	0	22	0	22	0	22
23	23	23	0	23	0	23	23	0	23	0	0	23	0	23	0	23	0	23	0	23
24	24	24	0	24	0	24	24	0	24	0	0	24	0	24	0	24	0	24	0	24
25	25	25	0	25	0	25	25	0	25	0	0	25	0	25	0	25	0	25	0	25
26	26	26	0	26	0	26	26	0	26	0	0	26	0	26	0	26	0	26	0	26
27	27	27	0	27	0	27	27	0	27	0	0	27	0	27	0	27	0	27	0	27
28	28	28	0	28	0	28	28	0	28	0	0	28	0	28	0	28	0	28	0	28
29	29	29	0	29	0	29	29	0	29	0	0	29	0	29	0	29	0	29	0	29
30	30	30	0	30	0	30	30	0	30	0	0	30	0	30	0	30	0	30	0	30
31	31	31	0	31	0	31	31	0	31	0	0	31	0	31	0	31	0	31	0	31
32	32	32	0	32	0	32	32	0	32	0	0	32	0	32	0	32	0	32	0	32
33	33	33	0	33	0	33	33	0	33	0	0	33	0	33	0	33	0	33	0	33
34	34	34	0	34	0	34	34	0	34	0	0	34	0	34	0	34	0	34	0	34
35	35	35	0	35	0	35	35	0	35	0	0	35	0	35	0	35	0	35	0	35
36	36	36	0	36	0	36	36	0	36	0	0	36	0	36	0	36	0	36	0	36
37	37	37	0	37	0	37	37	0	37	0	0	37	0	37	0	37	0	37	0	37
38	38	38	0	38	0	38	38	0	38	0	0	38	0	38	0	38	0	38	0	38
39	39	39	0	39	0	39	39	0	39	0	0	39	0	39	0	39	0	39	0	39
40	40	40	0	40	0	40	40	0	40	0	0	40	0	40	0	40	0	40	0	40
41	41	41	0	41	0	41	41	0	41	0	0	41	0	41	0	41	0	41	0	41
42	42	42	0	42	0	42	42	0	42	0	0	42	0	42	0	42	0	42	0	42
43	43	43	0	43	0	43	43	0	43	0	0	43	0	43	0	43	0	43	0	43
44	44	44	0	44	0	44	44	0	44	0	0	44	0	44	0	44	0	44	0	44
45	45	45	0	45	0	45	45	0	45	0	0	45	0	45	0	45	0	45	0	45
46	46	46	0	46	0	46	46	0	46	0	0	46	0	46	0	46	0	46	0	46
47	47	47	0	47	0	47	47	0	47	0	0	47	0	47	0	47	0	47	0	47
48	48	48	0	48	0	48	48	0	48	0	0	48	0	48	0	48	0	48	0	48
49	49	49	0	49	0	49	49	0	49	0	0	49	0	49	0	49	0	49	0	49
50	50	50	0	50	0	50	50	0	50	0	0	50	0	50	0	50	0	50	0	50
51	51	51	0	51	0	51	51	0	51	0	0	51	0	51	0	51	0	51	0	51
52	52	52	0	52	0	52	52	0	52	0	0	52	0	52	0	52	0	52	0	52
53	53	53	0	53	0	53	53	0	53	0	0	53	0	53	0	53	0	53	0	53
54	54	54	0	54	0	54	54	0	54	0	0	54	0	54	0	54	0	54	0	54
55	55	55	0	55	0	55	55	0	55	0	0	55	0	55	0	55	0	55	0	55
56	56	56	0	56	0	56	56	0	56	0	0	56	0	56	0	56	0	56	0	56
57	57	57	0	57	0	57	57	0	57	0	0	57	0	57	0	57	0	57	0	57
58	58	58	0	58	0	58	58	0	58	0	0	58	0	58	0	58	0	58	0	58
59	59	59	0	59	0	59	59	0	59	0	0	59	0	59	0	59	0	59	0	59
60	60	60	0	60	0	60	60	0	60	0	0	60	0	60	0	60	0	60	0	60
61	61	61	0	61	0	61	61	0	61	0	0	61	0	61	0	61	0	61	0	61
62	62	62	0	62	0	62	62	0	62	0	0	62	0	62	0	62	0	62	0	62
63	63	63	0	63	0	63	63	0	63	0	0	63	0	63	0	63	0	63	0	63
64	64	64	0	64	0	64	64	0	64	0	0	64	0	64	0	64	0	64	0	64
65	65	65	0	65	0	65	65	0	65	0	0	65	0	65	0	65	0	65	0	65
66	66	66	0	66	0	66	66	0	66	0	0	66	0	66	0	66	0	66	0	66
67	67	67	0	67	0	67	67	0	67	0	0	67	0	67	0	67	0	67	0	67
68	68	68	0	68	0	68	68	0	68	0	0	68	0	68	0	68	0	68	0	68
69	69	69	0	69	0	69	69	0	69	0	0	69	0	69	0	69	0	69	0	69
70	70	70	0	70	0	70	70	0	70	0	0	70	0	70	0	70	0	70	0	70
71	71	71	0	71	0	71	71	0	71	0	0	71	0	71	0	71	0	71	0	71
72	72	72	0	72	0	72	72	0	72	0	0	72	0	72	0	72	0	72	0	72
73	73	73	0	73	0	73	73	0	73	0	0	73	0	73	0	73	0	73	0	73
74	74	74	0	74	0	74	74	0	74	0	0	74	0	74	0	74	0	74	0	74
75	75	75	0	75	0	75	75	0	75	0	0	75	0	75	0	75	0	75	0	75
76	76	76	0	76	0	76	76	0	76	0	0	76	0	76	0	76	0	76	0	76
77	77	77	0	77	0	77	77	0	77	0	0	77	0	77	0	77	0	77	0	77
78	78	78	0	78	0	78	78	0	78	0	0	78	0	78	0	78	0	78	0	78
79	79	79	0	79	0	79	79	0	79	0	0	79	0	79	0	79	0	79	0	79
80	80	80	0	80	0	80	80	0	80	0	0	80	0	80	0	80	0	80	0	80
81	81	81	0	81	0	81	81	0	81	0	0	81	0	81	0	81	0	81	0	81
82	82	82	0	82	0	82	82	0	82	0	0	82	0	82	0	82	0	82	0	82
83	83	83	0	83	0	83	83	0	83	0	0	83	0	83	0	83	0	83	0	83
84	84	84	0	84	0	84	84	0	84	0	0	84	0	84	0	84	0	84	0	84
85	85	85	0	85																

## Summary Non Farm Businesses

Summary Government Agencies		Total	Average	Percentage	Total	Average	Percentage
310	4102	3387	320	318	77	2031	3812
	13.2	10.9	1.03	1.02	.25	6.5	11.7
	100.0	82.6	7.8	7.7	1.9	49.5	88.0
Total							137.6
Average							
Percentage							

## Summary Provides Both Non Farm Businesses & Government Agencies

	TOTAL	AVERAGE	PERCENTAGE
349	5175	4112	487
	14.8	11.8	1.4
	100.0	79.5	9.4
	491	85	2216
			4420
			6636
			19.0
			12.7
			128.2
	1.4	.2	6.3
	9.5	1.6	42.8
			85.4

Table 12.4 SUMMARY OF ALL EMPLOYEES IN BOTH NON-FARM BUSINESSES AND GOVERNMENT AGENCIES TO INCLUDE: A COMPARISON OF THE TOTAL NUMBER OF FULL TIME EMPLOYEES TO THE PART TIME EMPLOYEES; ALSO A COMPARISON OF TOTAL MALE EMPLOYEES TO THE FEMALE EMPLOYEES.

Summary of Both Non Farm Businesses and Government Agencies	Number of Full Time Compared to Part Time Employees		Number of male employees Compared to Female Employees	
	Total	Full Time	Male	Female
<b>Non Farm Businesses</b>				
Total	4102	3707	395	397
Percentage	100.0	90.4	9.6	9.7
<b>Government Agencies</b>				
Total	1073	892	181	175
Percentage	100.0	83.1	16.9	16.3
<b>TOTAL BOTH</b>				
<b>TOTAL EMPLOYEES</b>	<b>5175</b>	<b>4599</b>	<b>576</b>	<b>572</b>
<b>PERCENTAGE OF TOTAL</b>	<b>100.0</b>	<b>88.9</b>	<b>11.1</b>	<b>11.1</b>

Table 13 SUMMARY OF THIRTY-NINE GOVERNMENT AGENCIES CLASSIFIED INTO OCCUPATIONAL DIVISIONS WITH TOTAL, AVERAGE AND PERCENTAGE TO SHOW: CURRENT EMPLOYEES, TOTAL, FULL-TIME AND PART-TIME, MALE AND FEMALE; FIVE YEAR EXPANSION, REPLACEMENT AND TOTAL FUTURE EMPLOYEE REQUIREMENT.

Occupational Families	No. Agencies	Current			Expansion			Replacement			Total Future		
		Total	Full-time	Part-time	5 Years	During	Next	5 Years	Female	Hence	5 Years	Employee	Requirements
		Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Agriculture & Allied Mechanics	1	15	15	0	0	0	0	0	0	0	0	0	0
Animal Industry	2	28	24	4	0	0	0	0	3	20	23	20	23
Business	4	74	33	17	20	4	6	6	6	21	21	27	27
Plant Industry	1	30	15	0	15	0	0	0	0	26	26	26	26
Total	8	147	87	21	35	4	9	9	9	67	67	76	76
Average		18.4	10.9	2.6	4.4	.5	1.1	1.1	8.4	45.6	45.6	51.7	51.7
Percentage		100.0	86.6	1.2	12.2	0.0	6.1	6.1	45.6	51.7	51.7	51.7	51.7
Horticulture													
Total	14	82	71	1	10	0	0	0	39	61	61	100	100
Average		5.9	5.1	.07	.7	0.0	2.8	2.8	4.4	4.4	4.4	7.1	7.1
Percentage		100.0	86.6	1.2	12.2	0.0	47.6	47.6	74.4	74.4	74.4	122.0	122.0
Education & Research													
Total	8	202	119	52	27	4	62	62	262	262	262	324	324
Average		25.2	14.9	6.5	3.4	.5	7.5	7.5	32.7	32.7	32.7	40.5	40.5
Percentage		100.0	69.8	14.5	15.7	0.0	30.7	30.7	129.7	129.7	129.7	160.4	160.4
Forestry & Land Management													
Wildlife & Recreation													
Total	9	642	448	93	101	0	75	75	418	418	418	493	493
Average		71.3	49.8	10.3	11.2	0.0	8.3	8.3	46.4	46.4	46.4	54.8	54.8
Percentage		100.0	69.8	14.5	15.7	0.0	11.7	11.7	65.1	65.1	65.1	76.8	76.8
TOTALS	39	1073	725	167	173	8	185	185	808	808	808	993	993
AVERAGE*	-	27.1	18.5	4.2	4.4	.2	4.8	4.8	20.7	20.7	20.7	25.5	25.5
PERCENTAGE**	-	100.0	67.6	15.6	16.1	.7	17.2	17.2	75.3	75.3	75.3	92.5	92.5

\* Average number of employees per agency in all occupational families.

\*\* Percentage of employees per agency in all occupational families.

Table 14.1 EMPLOYERS INTERVIEWED IN THIRTY-NINE AGRICULTURAL GOVERNMENT AGENCIES: A COMPARISON OF THE NUMBER CURRENTLY EMPLOYED TO THE ESTIMATED EXPANSION FIVE YEARS HENCE, AND ESTIMATED REPLACEMENTS; ALSO, A SCALE OF DIFFICULTY IN OBTAINING REPLACEMENTS.

Level of Employment Job Titles	No. Depts. With Job Title	No. Cur- rently Employed	Expansion 5 Yrs. Hence No. % Increase	Replacement During Next 5 Yrs.		Ave. Difficulty in Filling Position*
				No. % Replacement	No. % Replacement	
<b>1. Professional Occupations</b>						
Veterinarian	4	9	1	11.1	8	2.25
Financial Advisor	4	19	2	10.5	10	2.25
Research	2	7	1	14.3	1	2.00
Teaching - College, High School	2	1	5	20.0	1	2.00
Extension	1	26	0	0.0	8	2.00
Home Extension Agent	1	12	2	16.7	3	2.00
Pathologist	1	1	0	0.0	0	3.00
Entomologist	1	1	0	0.0	0	1.00
Chemist, Biologist, Botanist, Soil Scientist	6	235	50	21.3	83	2.00
Public Relations - Newspaper, TV, Agriculturist	2	4	2	50.0	0	1.00
Teaching & Research	5	47	14	29.8	11	1.60
Forester	2	39	12	30.8	28	2.00
Extension Specialist	3	4	6	150.0	1	2.66
Graduate Assistant	5	28	23	82.1	95	2.00
Sub-Totals	39	433	118	27.3**	249	2.25**
<b>2. Managers &amp; Administrators</b>						
Administrator	14	40	8	20.0	16	40.0
Administrative Assistant	5	15	4	26.7	18	120.0
Sub-Totals	19	55	12	21.8**	34	61.8**
<b>3. Supervisory Occupations</b>						
District Supt. or Supervisor	16	30	2	6.1	8	26.6
Assistant Supervisor	9	13	2	15.4	9	69.2
Foreman	2	4	0	0.0	5	125.0
Sub-Totals	27	47	4	8.5**	22	46.8**

Table 14.1 (Continued)

Level of Employment Job Titles	No. Depts. With Job Title	No. Cur- rently Employed	Expansion 5 Yrs. Hence			Rep. Replacement During Next 5 Yrs. No.	% Increase	Ave. Difficulty in Filling Position*
			No.	% Increase	No.			
4. Technical Occupations								
Fieldman - general	9	94	3	3.2	35	37.2	1.66	
Inspector	2	3	1	33.3	4	133.3	1.00	
Laboratory technician	4	12	2	1.7	17	141.7	1.33	
Pest control - rodents	1	30	0	0.0	15	50.0	3.00	
Sub-Totals	16	139	6	-4.3**	71	51.1**	-1.58**	
5. Clerical Occupations								
Secretary	14	100	18	18.0	86	86.0	1.68	
Helper	4	49	3	-4.9	21	42.8	-1.75	
Sub-Totals	18	149	21	-14.1**	107	71.8**	-1.69**	
6. Skilled Occupations								
Special Equipment Operator	2	5	0	0.0	1	20.0	2.00	
Maintenance - Spec. Equip.	1	1	0	0.0	1	100.0	2.00	
Greens Keeper	5	19	16	84.2	6	31.6	-2.16	
Sub-Totals	8	25	16	-64.0**	8	32.0**	-2.10**	
7. Semi-skilled or Service Workers								
Landscape - propagation, shrubs, lawns, grounds maintenance	12	55	34	61.8	25	45.4	1.58	
Pest control - weeds, insects	1	15	0	0.0	15	100.0	1.00	
Unskilled part-time help	5	23	7	30.4	83	360.9	1.00	
Truck Driver	1	4	0	0.0	1	25.0	1.00	
General construction worker	1	3	5	166.6	10	333.3	2.00	
Farmer	3	14	0	0.0	2	14.3	1.00	
Trainee	7	16	43	268.7	116	725.0	1.57	
Reporter of Data	1	20	0	0.0	100	500.0	2.00	
Farm hand	2	5	0	-0.0	1	20.0	-1.00	
Sub-Totals	33	155	89	-57.4**	353	227.7**	-1.39**	
Totals	160	1003	266	26.5**	844	84.1**	1.86**	

\*Scale: None = 1; Some = 2; Great difficulty = 3.  
\*\*Weighted = No. Depts. with Job Title X percent or Ave. Difficulty in Filling Position + Total No. Depts.

TABLE 14.2 EMPLOYEES IN EIGHTY-FOUR NON-FARM BUSINESSES INTERVIEWED IN AGRICULTURE AND ALLIED MECHANICS: A COMPARISON OF THE NUMBER CURRENTLY EMPLOYED TO THE ESTIMATED EXPANSION FIVE YEARS HENCE, AN ESTIMATED REPLACEMENT DURING THE NEXT FIVE YEARS; ALSO, A SCALE OF DIFFICULTY IN OBTAINING REPLACEMENTS.

Level of Employment Job Titles***	No. Firms with Job Title	No. Cur- rently Empl.	Expansion 5 Years Hence No. % Increase	Replacement During Next 5 Years		Ave. Difficulty in Filling Position**
				No. % Replacement	Ave. Difficulty in Filling Position**	
1. Professional Occupations	3	0	0.0	0	0.0	2.00
2. Managers & Administrators						
General Manager	47	56	10	17.8	3	2.50
Office Manager	13	12	2	14.2	3	2.30
Sales Manager	10	10	7	70.0	5	2.44
Parts Manager	8	9	8	88.9	5	2.71
Service Manager	10	10	2	20.0	1	2.62
Plant Manager	4	4	0	0.0	2	2.75
Purchasing Manager	4	5	1	25.0	1	2.25
Credit Manager	2	2	0	0.0	0	2.00
Advertising Manager	2	0	2	100.0	0	-0.00
Sub-Totals		103	32	29.3**	20	-16.0**
3. Supervisory Occupations						
Shop Foreman	18	33	36	109.0	12	2.22
Plant Superintendent	5	7	6	85.7	6	-2.20
Sub-Totals		23	42	103.9**	18	-2.21**
4. Technical Occupations						
Draftsman	1	1	1	33.3	1	33.3
Estimator Engineer	1	1	1	100.0	0	-0.00
Sub-Totals		2	2	66.6**	1	-16.6**
5. Sales Occupations						
General Salesman	25	48	19	39.6	24	2.00
Machinery Salesman	9	18	9	50.0	29	2.44
Driver Salesman	4	8	18	225.0	7	2.50
Partsman	20	50	22	44.0	108	2.37
Job Write-up Salesman	3	4	3	75.0	2	2.00
Clerk	12	28	10	35.7	20	1.42
Sub-Totals		73	81	53.1**	190	-2.09**

TABLE 14.2 (Continued)

Level of Employment Job Titles***	No. Firms with Job Title	No. Cur- rently Empl.	Expansion 5 Years Hence No. % Increase	Replacement During Next 5 Years		Ave. Difficulty in Filling Position**
				No. % Replacement	Ave. Difficulty	
6. Clerical Occupations	19	26	7	26.9	14	2.00
Bookkeeper	34	53	14	26.7	53	1.76
General Secretary		79	21	26.8**	67	1.85**
Sub-Totals						
7. Skilled Occupations	35	148	63	42.6	115	1.88
Automotive & Gen. Mech.	7	68	56	82.0	235	2.43
Diesel & Automotive and/or heavy equip.	4	145	35	25.9	221	1.25
Steel Worker	13	36	27	75.0	40	1.61
Welder	5	17	7	41.2	3	2.20
Equip. & Plant Operator	5	10	31	323.0	41	1.40
Sheet Metal Worker	6	9	1	16.7	13	1.33
General Repair	4	5	13	260.0	20	3.00
Machinist	2	6	3	50.0	3	2.00
Metal Fab Layout Man	1	3	1	33.3	1	3.00
Ornamental Iron Worker		2	1	150.0	0	2.00
Electric Motor Winding		1	3	76.9**	692	1.88**
Sub-Totals		449	240			
8. Semi-Skilled or Service	12	16	8	50.0	7	1.60
Truck Driver	5	15	17	113.0	41	1.20
General Construction	4	8	5	625.0	10	1.00
Shipping & Receiving	4	9	30	333.0	9	1.50
Warehouseman	4	18	30	166.7	35	1.57
General Laborer	8	6	0	0.0	22	1.00
Janitor		4	90	171.1**	124	1.40**
Sub-Totals		37	903	508	62.7*	1,112
Total.						89.0*
						2.06**

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X Percentage of scale for each job title + Total No. Firms.

\*\*\*Average of employer responses using scale: None = 1; Some = 2; Great Difficulty = 3.

\*\*\*\*All similar job titles in all categories under each heading listed on Table 2 are included.

TABLE 14.3 COMPILED OPINIONS OF EMPLOYERS OF SIXTY-SIX NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF ANIMAL INDUSTRY; A COMPARISON OF THE NUMBER CURRENTLY EMPLOYED TO ESTIMATED NUMBER ON FIVE YEARS HENCE, AND REPLACEMENT DURING THE NEXT FIVE YEARS; ALSO, A SCALE OF DIFFICULTY IN OBTAINING REPLACEMENTS.

Level of Employment Job Titles***	No. Firms With Job Title	Currently Employed	Expansion 5 Yrs. Hence		Replacement During Next 5 Yrs.		Ave. Difficulty In Filling Position***
			No.	% Increase	No.	% Replacement	
1. Professional Occupations							
Veterinarian	9	14	8	57.1	3	21.4	2.25
Attorney for Livestock Firm	1	1	0	0.0	0	0.0	3.00
Financial Advisor	1	1	0	0.0	0	0.0	3.00
Sub-Totals	11	16	8	46.7**	3	17.5**	2.39**
2. Managers & Administrators							
General Manager	51	70	1	1.4	0	0.0	1.67
Office Manager	13	13	3	23.0	6	46.1	1.71
Sales Manager	10	13	5	38.5	2	15.4	1.62
Plant Manager	7	7	1	14.3	1	14.3	2.00
Credit Manager	2	2	2	100.0	0	0.0	1.00
Sub-Totals	83	105	12	12.7**	9	10.3**	1.68**
3. Supervisory Occupations							
Shop Foreman	5	5	2	40.0	0	0.0	2.00
Ranch Foreman	3	6	0	0.0	0	0.0	1.35
Slaughterhouse Superintendent	2	2	4	200.0	0	0.0	3.00
Sales Yard Superintendent	1	1	1	100.0	0	0.0	1.00
Plant or Mill Superintendent	16	18	7	38.9	6	33.3	2.00
Sub-Totals	27	32	14	11.6**	6	19.7**	1.96**
4. Technical Occupations							
Laboratory Technician	6	5	2	40.0	5	100.0	1.67
Artificial Inseminator	2	1	5	250.0	0	0.0	1.00
Sub-Totals	8	6	7	92.5**	5	75.0**	1.50**
5. Sales Occupations							
General Salesman	17	60	16	26.6	66	110.0	1.69
Driver Salesman	11	229	85	37.0	281	123.0	1.70
Store--Display Salesman	2	9	10	111.0	25	277.0	1.00
Sub-Totals	30	298	111	36.0**	372	126.0**	1.65**
6. Clerical Occupations							
Bookkeeper	21	30	9	30.0	20	66.6	1.71
General Secretary	23	56	15	26.7	31	55.3	1.68
Sub-Totals	44	86	24	28.3**	51	60.7**	1.69**

TABLE 14.3 (Continued)

Level of Employment Job Titles***	No. Firms With Job Title	Currently Employed	Expansion 5 Yrs. Hence		Replacemt Durng Next 5 Yrs. No. % Replacement	Ave. Difficulty In Filling Position***
			No.	% Increase		
<b>7. Skilled Occupations</b>						
Dairy Plant Processor	6	24	3	12.5	10	41.6
Milk Driver-Bulk Tank	4	9	3	33.3	2	22.2
Mill Operator	1	1	0	0.0	0	0.0
Dairy Plant Maintenance	7	10	5	50.0	3	30.0
Meat Firm-Spec. Equip. Operator	2	10	2	20.0	1	10.0
Meat Cutter	16	79	23	29.1	9	11.3
Apprentice--Meat Cutter	6	12	4	33.3	1	8.3
Butcher	3	13	9	69.2	1	7.7
General Mechanic	9	18	9	50.0	6	33.3
Cattle Truck Driver-Diesel	6	15	5	-33.3	7	46.7
Sub-Totals		191	63	-35.6**	40	-23.4**
<b>8. Semi-Skilled or Service Workers</b>						
Truck Driver	16	44	9	20.4	65	148.0
Slaughterhouse Employee	3	10	0	0.0	0	0.0
Warehouseman	11	84	10	12.0	82	97.6
Veterinary Animal Care	8	18	8	44.4	45	25.0
Janitor	6	11	2	18.2	8	72.7
Ranch Maintenance	3	5	1	20.0	3	60.0
Horse Wrangler & Cowboy	3	9	4	44.4	20	222.0
General Laborer	15	101	5	-4.9	213	211.0
Sub-Totals	65	282	39	-18.3**	436	-124.5**
TOTALS	328	1,016	278	25.2*	922	55.3*
						1.63*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figures in each column for each job title divided by Total Firms.

\*\*\*Scale: None = 1, Some = 2, Great Difficulty = 3.

\*\*\*\*All similar job titles in all categories under each heading as listed on Table 2

TABLE 14.4 COMPILED OPINIONS OF EMPLOYERS OF NINETY NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF, ECONOMICS, FINANCE, AGRICULTURAL SUPPLY, SERVICE: A COMPARISON OF THE NUMBER CURRENTLY EMPLOYED TO THE EXPANSION FIVE YEARS HENCE, AN ESTIMATED REPLACEMENT DURING THE NEXT FIVE YEARS; ALSO, A SCALE OF DIFFICULTY IN OBTAINING REPLACEMENTS.

Level of Employment Job Titles***	No. Firms With Job Title	Currently Employed	Expansion			Replacement During Next 5 Yrs. No. % Increase	Ave. Difficulty In Filling Position***
			5 Yrs. No.	% Increase	25.0 0		
1. Professional Occupations							
Ranch Appraiser & Accountant	2		4		1	25.0 0	2.00
Water Engineer			<u>6</u>		<u>3</u>	<u>50.0</u> <u>-33.3**</u>	<u>3.00</u> <u>-2.33**</u>
Sub-Totals	<u>1</u>		<u>10</u>		<u>4</u>	<u>-33.3**</u>	<u>2.33**</u>
2. Managers & Administrators							
Real Estate & Insurance-Gen. Mgr.	17	25	0	0.0	2	8.0	2.50
Feed Stores & Supplies-Gen. Mgr.	15	20	3	15.0	2	10.0	2.57
Petroleum Distributor-Gen. Mgr.	9	10	0	0.0	1	10.0	2.60
Bank Credit & Loan Manager	6	221	60	27.1	100	45.2	2.67
Food Market-Gen. Mgr.	15	52	61	122.0	77	148.0	2.18
Food Market-Meat Dept. Mgr.	2	1	1	100.0	1	50.0	2.25
Food Market-Produce Mgr.	4	6	2	33.3	0	0.0	2.50
Office & Credit Manager	12	17	4	23.5	4	23.5	2.54
Dept. & Assistant Mgr.	4	<u>32</u>	<u>34</u>	<u>106.2</u>	<u>65</u>	<u>203.1</u>	<u>2.25</u>
Sub-Totals	<u>84</u>	<u>383</u>	<u>165</u>	<u>38.8**</u>	<u>252</u>	<u>48.3**</u>	<u>2.47**</u>
3. Supervisory Occupations							
Food Market-Produce Dept. Supr.	17	37	27	73.0	9	24.3	1.88
Food Market-Meat Dept. Supr.	17	32	21	65.6	18	56.2	1.80
Plant Superintendent	6	8	0	0.0	0	0.0	2.67
Rural Electric Line Supervisor	1	1	0	0.0	0	0.0	2.00
Shop and/or Ranch Supervisor	2	<u>2</u>	<u>0</u>	<u>0.0</u>	<u>0</u>	<u>0.0</u>	<u>2.00</u>
Sub-Totals	<u>43</u>	<u>48</u>	<u>-54.8**</u>	<u>-54.8**</u>	<u>27</u>	<u>-31.8**</u>	<u>1.97**</u>
4. Technical Occupations							
Food Market-Produce Buyer	2	1	4	400.0**	0	0.0**	2.50**

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title ÷ Total Firms.

\*\*\*Average of employer responses using scale: None = 1; Some = 2; Great Difficulty = 3.

\*\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

TABLE 14.4 (Continued)

Level of Employment Job Titles***	No. Firms With Job Title	Currently Employed	Expansion 5 Yrs. Hence		Replacement During Next 5 Yrs.		Ave. Difficulty In Filling Position***
			No.	% Increase	No.	% Replacement	
<b>5. Sales Occupations</b>							
Farm Supply Salesman	3	9	6	66.7	4	44.4	1.67
Rural Petroleum Salesman	7	21	0	0.0	20	95.2	2.14
Plumbing & Heating Salesman	1	6	5	83.3	20	33.3	3.00
Nursery Salesman	6	11	14	127.3	25	227.3	2.33
Insurance Salesman	10	59	55	93.2	29	49.1	1.60
Real Estate Salesman	8	11	4	36.4	0	0.0	1.20
General Salesman	5	7	3	42.8	17	242.8	1.60
Driver Salesman	6	15	1	6.7	3	20.0	1.33
Feed Salesman	3	6	4	66.7	1	16.7	2.33
Clerks - Store or Business	7	20	34	170.0	59	295.0	1.57
Sub-Totals	56	165	126	70.0**	178	109.6**	1.72**
<b>6. Clerical Occupations</b>							
Bookkeeper	10	15	2	13.3	1	6.7	1.71
General Secretary	23	38	21	55.3	29	76.3	1.74
Sub-Totals	33	53	23	42.6**	30	55.2**	1.73**
<b>7. Skilled Occupations</b>							
Water Estimator	1	3	1	33.3	1	33.3	2.00
Mechanics & Maintenance	2	3	3	100.0	0	0.0	2.00
Mill Operator	2	9	0	0.0	4	44.4	2.00
Market Meat Cutter	20	148	164	110.8	165	111.5	1.42
Market Produce Dept. Worker	12	90	111	123.3	54	60.0	1.58
Rural Electric Lineman	2	8	2	25.0	3	37.5	1.00
Gasoline Bulk Tank Driver	8	24	9	37.5	9	37.5	1.87
Sub-Totals	47	285	290	91.0**	236	73.3**	1.58**
<b>8. Semi-Skilled or Service Workers</b>							
Apprentice Produce Worker	4	11	11	100.0	5	45.4	1.00
Apprentice Meat Cutter	6	10	7	70.0	5	50.0	1.33
Apprentice Market Manager	1	36	45	125.0	105	29.2	1.00
Meat Wrapper:	6	38	55	144.7	98	257.9	1.83
Farm Machinery Worker	2	16	0	0.0	0	0.0	1.50
Warehouseman	6	14	3	21.4	12	85.7	1.17
Truck Driver:	7	13	0	0.0	1	7.7	1.71
General Laborer	8	24	1	44	270	183.3	1.14
Sub-Totals	40	162	122	49.4**	122	102.3**	1.38**
TOTALS	308	1,139	782	58.7*	995	68.0*	1.91*

TABLE 14.5 COMPILED OPINIONS OF EMPLOYERS OF FORTY-THREE NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF HORTICULTURE: ORNAMENTAL, TURF (BEAUTIFICATION); A COMPARISON OF THE NUMBER CURRENTLY EMPLOYED TO EXPANSION FIVE YEARS HENCE, AND REPLACEMENT DURING THE NEXT FIVE YEARS; ALSO, A SCALE OF DIFFICULTY IN OBTAINING REPLACEMENTS.

Level of Employment Job Titles***	No. Firms With Job Title	Expansion			Replacement		Ave. Difficulty In Filling Position***
		Currently Employed	5 Yrs. Hence No. % Increase	During Next 5 Yrs. No. % Replacement	50.0 50.0**	1 1	
1. Professional Landscape Architect	$\frac{3}{3}$	$\frac{2}{2}$	$\frac{4}{4}$	$\frac{200.0}{200.0**}$	$\frac{1}{1}$	$\frac{50.0}{50.0**}$	$\frac{3.00}{3.00**}$
Sub-Totals							
2. Managers & Administrators	27	40	5	12.5	2	5.0	2.50
General Manager	$\frac{3}{3}$	$\frac{3}{43}$	$\frac{1}{6}$	$\frac{33.3}{14.6**}$	$\frac{0}{2}$	$\frac{0.0}{4.5**}$	$\frac{2.00}{2.45**}$
Office & Sales Manager	$\frac{3}{30}$						
Sub-Totals							
3. Supervisory Occupations	13	20	14	70.0	2	10.0	2.37
Landscape & Sprinkler Foreman	11	15	3	20.0	2	13.3	2.18
Golf Course Greens Supervisor	$\frac{3}{27}$	$\frac{3}{38}$	$\frac{0}{17}$	$\frac{0.0}{41.8**}$	$\frac{0}{4}$	$\frac{0.0}{10.2**}$	$\frac{2.33}{2.29**}$
Sub-Totals							
4. Technical Occupations	$\frac{6}{6}$	$\frac{4}{4}$	$\frac{6}{6}$	$\frac{150.0}{150.0**}$	$\frac{1}{1}$	$\frac{25.0}{25.0**}$	$\frac{2.50}{2.50**}$
Fieldman and/or Estimator							
Sub-Totals							
5. Sales Occupations	13	52	29	55.8	16	30.8	1.50
Nursery Salesman	3	5	4	80.0	2	40.0	1.67
Florist	$\frac{4}{20}$	$\frac{8}{65}$	$\frac{5}{38}$	$\frac{62.5}{60.8**}$	$\frac{0}{18}$	$\frac{0.0}{26.0**}$	$\frac{1.75}{1.57**}$
Clerk							
Sub-Totals							
6. Clerical Occupations	$\frac{10}{10}$	$\frac{10}{10}$	$\frac{10}{10}$	$\frac{100.0}{100.0**}$	$\frac{1}{1}$	$\frac{10.0}{10.0**}$	$\frac{2.00}{2.00**}$
General Secretary							
Sub-Totals							

TABLE 14.5 (Continued)

Level of Employment Job Titles***	No. Firms With Job Title	Currently Employed	Expansion 5 Yrs. Hence		No. % Replacement	During Next 5 Yrs. % Replacement	Ave. Difficulty In Filling Position***
			No.	% Increase			
<b>7. Skilled Occupations</b>							
Tree Pruner	2	5	31	620.0	15	300.0	1.00
Special Equipment Operator	4	11	5	45.4	4	36.4	1.25
Mechanic	5	5	6	120.0	1	20.0	1.75
Plumber	1	1	3	300.0	0	0.0	2.00
Sub-Totals	12	22	45	193.5**	20	70.5**	1.48**
<b>8. Semi-Skilled or Service Workers</b>							
Landscape Contractor Employee	15	66	52	78.8	50	75.7	1.80
Golf Course Worker	15	106	86	81.1	132	124.5	1.46
Gardener	7	15	11	73.3	9	60.0	1.20
General Laborer	8	26	9	34.6	63	242.3	1.12
Sub-Totals	45	213	158	70.8**	254	119.1**	1.47**
<b>TOTAL</b>	153	397	284	70.5*	301	49.2*	1.92*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X percentage of scale for each job title divided by Total Firms.

\*\*\*Average of employer responses using scale: None = 1; Some = 2; Great Difficulty = 3.

\*\*\*\*All similar job titles in all categories under each heading listed on Table 2.

TABLE 14.6 COMPILED OPINIONS OF EMPLOYERS OF TWENTY-SEVEN NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF PLANT INDUSTRY, CROPS, IRRIGATION, SOIL: A COMPARISON OF THE NUMBER CURRENTLY EMPLOYED TO THE ESTIMATED EXPANSION FIVE YEARS HENCE, AN ESTIMATED REPLACEMENT DURING THE NEXT FIVE YEARS: ALSO, A RATE OF DIFFICULTY IN OBTAINING REPLACEMENTS.

	Level of Employment Job Titles****	No. Firms with Job Title	Currently Employed	Expansion 5 Yrs. Hence		No.	% Replacement	Average Difficulty In Filling Position***
				No.	% Increase			
1. Professional Occupations				2	1	2	200.0	2.50
Water Engineer		2		0	0.0	0	0.0	-1.00
Attorney		1		0	0.0	0	0.0	-2.00**
Sub-Totals		3		2	33.3**			
2. Managers & Administrators				22	0	0	0.0	3.00
General Manager		22		0	0.0	0	0.0	-3.00**
Office Manager		1		0	0.0	0	0.0	-3.00**
Sub-Totals		23		2	28.6			
3. Supervisory Occupations				2	8	0	0.0	12.5
Water Engineer Supervisor		2		3	2	2	66.7	2.00
Shop & Ranch Foreman		3		0	0.0	1	0.0	2.00
Insect Control Supervisor		1		11	77.3	0	0.0	-1.00
Sub-Totals		6		4	22.2	0	0.0	-1.83**
4. Technical Occupations				10	10	100.0	0.0	2.00
Flight Instructor for Crop Duster		1		2	0	0.0	1	50.0
Draftsman		1		1	100.0	0	0.0	-3.00
Crop Duster		1		12	100.0	0	0.0	-2.33**
Sub-Totals		3		3	100.0**	0	0.0**	-16.7**
5. Sales Occupations				2	3	3	100.0**	1.50**
Store Clerk		2		3	100.0**	0	0.0**	1.50**
6. Clerical Occupations				4	4	100.0	1	25.0
Bookkeeper		4		0	0	0	0	-20.0
General Secretary		10		19	19	100.0	1	-1.40
Sub-Totals		14		8	23	100.0	1	-1.28**

TABLE 14.6 (Continued)

Level of Employment Job Titles***	No. Firms with Job Title	Currently Employed	Expansion 5 Yrs. Hence			No. % "Replacement During Next 5 Yrs.	Average Difficulty In Filling Position***
			No.	% Increase	Replacement No.		
7. Skilled Occupations							
Heavy Equipment Operator	11	45	12	26.7	66	146.7	1.75
Printer	1	4	2	50.0	0	0.0	1.00
Lineman	1	7	2	28.6	7	100.0	2.00
Power House Operator	1	4	0	0.0	1	25.0	2.00
Watermaster	2	2	0	0.0	0	0.0	2.50
Dam & Reservoir Maintenance	3	4	0	0.0	0	0.0	1.00
Sub-Totals	19	66	16	-19.6**	74	91.5**	1.70**
8. Semi-skilled or Service Workers							
Insect Sprayer	6	19	25	13.1	2	1.0	2.20
Well Driller & Pump Employee	4	11	8	72.7	3	27.3	1.25
Truck Driver	1	5	0	0.0	2	40.0	1.00
Irrigator	1	3	0	0.0	2	66.7	1.00
Ditch-rider	5	22	0	0.0	8	36.4	1.33
Airplane crop duster loader	1	4	0	0.0	20	500.0	3.00
General Laborer	7	36	9	25.0	94	261.1	1.17
Sub-Totals	25	100	42	-22.0**	131	109.0**	1.52**
TOTAL	95	247	87	35.2*	211*	85.4*	1.96*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of firms X total figure in each column for each job title + Total Firms.

\*\*\*Average of employer responses using scale: None = 1; Some = 2; Great difficulty = 3.

\*\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

TABLE 14.7 SUMMARY OF WEIGHTED AVERAGES FOR EACH LEVEL OF EMPLOYMENT IN FIVE OCCUPATIONAL DIVISIONS IN NON-FARM BUSINESS AND GOVERNMENT AGENCIES: A COMPARISON OF THE NUMBER CURRENTLY EMPLOYED TO EXPANSIONS FIVE YEARS HENCE AND REPLACEMENTS DURING NEXT FIVE YEARS: ALSO, RATE OF DIFFICULTY IN OBTAINING REPLACEMENTS.

Level of Employment Job Titles	No. Currently Employed	Expansion 5 Years Hence		Replacements During Next 5 Years		Av. Dif. In Filling Positions
		No.	% Increase	No.	% Replacement	
<b>Professional Occupations</b>						
Agricultural & Allied Mechanics	3	0	0.0	0	0.0	2.00
Animal Industry	16	8	46.7	3	17.5	2.39
Business--Economics, Finance	10	4	33.3	2	11.1	2.33
Horticulture--Ornamental, Turf	2	4	200.0	1	50.0	3.00
Plant Industry--Crops, Soils, etc.	3	2	133.3	0	0.0	2.00
Government Agencies	<u>433</u>	<u>118</u>	<u>-27.3</u>	<u>249</u>	<u>57.5</u>	<u>-2.25</u>
Sub-Totals	<u>467</u>	<u>136</u>	<u>-29.3*</u>	<u>255</u>	<u>54.4*</u>	<u>-2.26*</u>
<b>Managerial and Administrators</b>						
Agricultural & Allied Mechanics	103	32	29.3	20	16.0	2.50
Animal Industry	105	12	12.7	9	10.3	1.68
Business--Economics, Finance	383	165	38.8	252	48.3	2.47
Horticulture--Ornamental, Turf	43	6	14.6	2	4.5	2.45
Plant Industry--Crops, Soils, etc.	28	0	0.0	0	0.0	3.00
Government Agencies	<u>55</u>	<u>12</u>	<u>-21.8</u>	<u>34</u>	<u>61.8</u>	<u>-2.31</u>
Sub-Totals	<u>717</u>	<u>227</u>	<u>-29.3*</u>	<u>317</u>	<u>35.6*</u>	<u>-2.36*</u>
<b>Supervisory Occupations</b>						
Agricultural & Allied Mechanics	40	42	103.9	18	45.1	2.21
Animal Industry	32	14	11.6	6	19.7	1.96
Business--Economics, Finance	80	48	54.8	27	31.8	1.97
Horticulture--Ornamental, Turf	38	17	41.8	4	10.2	2.29
Plant Industry--Crops, Soils, etc.	11	4	66.7	2	20.8	1.83
Government Agencies	<u>47</u>	<u>4</u>	<u>-8.5</u>	<u>22</u>	<u>46.8</u>	<u>-1.74</u>
Sub-Totals	<u>248</u>	<u>129</u>	<u>-46.9*</u>	<u>79</u>	<u>31.4*</u>	<u>-2.01*</u>
<b>Technical Occupations</b>						
Agricultural & Allied Mechanics	4	2	66.6	1	16.6	2.50
Animal Industry	6	7	92.5	5	75.0	1.50
Business--Economics, Finance	1	4	400.0	0	0.0	2.50
Horticulture--Ornamental, Turf	4	6	150.0	1	25.0	2.50
Plant Industry--Crops, Soils, etc.	13	12	100.0	1	16.7	2.33
Government Agencies	<u>139</u>	<u>6</u>	<u>-4.3</u>	<u>71</u>	<u>51.1</u>	<u>-1.58</u>
Sub-Totals	<u>167</u>	<u>37</u>	<u>-22.3*</u>	<u>79</u>	<u>47.5*</u>	<u>-1.68*</u>

TABLE 14.7 (Continued)

Sales Occupations							
Agricultural & Allied Mechanics	156	81	53.1	190	114.7	2.09	
Animal Industry	298	111	36.0	372	126.0	1.65	
Business--Economics, Finance	165	126	70.0	178	109.6	1.72	
Horticulture--Ornamental, Turf	65	38	60.8	18	26.0	1.57	
Plant Industry--Crops, Soils, etc.	3	3	100.0	0	0.0	1.50	
Government Agencies	--	--	--	--	--	--	
Sub-Totals	687	359	50.7*	758	109.5*	1.76*	
Clerical Occupations							
Agricultural & Allied Mechanics	79	21	26.8	67	84.7	1.85	
Animal Industry	86	24	28.3	51	60.7	1.69	
Business--Economics, Finance	53	23	42.6	30	55.2	1.73	
Horticulture--Ornamental, Turf	10	10	100.0	1	10.0	2.00	
Plant Industry--Crops, Soils, etc.	23	8	57.1	3	21.4	1.28	
Government Agencies	149	21	14.1	107	71.8	1.69	
Sub-Totals	400	107	26.4*	259	65.3*	1.71*	
Skilled Occupations							
Agricultural & Allied Mechanics	449	240	76.9	692	143.7	1.88	
Animal Industry	191	63	35.6	40	23.4	1.64	
Business--Economics, Finance	285	290	91.0	236	73.3	1.58	
Horticulture--Ornamental, Turf	22	45	193.5	20	70.5	1.48	
Plant Industry--Crops, Soils, etc.	66	16	19.6	74	91.5	1.70	
Government Agencies	25	16	64.0	8	32.0	2.10	
Sub-Totals	1,038	670	71.7*	1,070	94.7*	1.74*	
Semi-Skilled or Service Workers							
Agricultural & Allied Mechanics	72	90	171.1	124	157.1	1.40	
Animal Industry	282	39	18.3	436	124.5	1.25	
Business--Economics, Finance	162	122	49.4	270	102.3	1.38	
Horticulture--Ornamental, Turf	213	158	70.8	254	119.1	1.47	
Plant Industry--Crops, Soils, etc.	100	42	22.0	131	109.0	1.52	
Government Agencies	155	89	57.4	353	227.1	1.39	
Sub-Totals	984	540	52.5*	1,568	1,366*	1.38*	
TOTAL	4,708	2,205	47.0**	4,385	85.1**	1.82**	

\*Weighted Computations = Sum of number currently employed X percent increase divided by total currently employed.

\*\*Weighted Computations = Sum of total currently employed per category X total percent increase per category divided by TOTAL currently employed.

TABLE 15.1 COMPILED OPINIONS OF THIRTY-NINE DEPARTMENT HEADS IN AGRICULTURAL GOVERNMENT AGENCIES INTERVIEWED AS TO DESIRED CHARACTERISTICS OF FUTURE EMPLOYEES TO INCLUDE; RESIDENTIAL BACKGROUND, AGE FOR EMPLOYMENT, TRAINING AND EXPERIENCE NEEDED PRIOR TO EMPLOYMENT.

Level of Employment Job Titles	No. Depts. with Job Title	Background (Percentage)		Age for Employment			Training Needed (Percent)	Experience - Necessary (Percent)
		Farm	Urban	None	Range	Mean		
<b>1. Professional Occupations</b>								
Veterinarian	4	100.0	0.0	0.0	--	55-***	100.0	50.0
Financial Advisor	4	50.0	0.0	50.0	**--30	45-***	100.0	75.0
Research	2	50.0	0.0	50.0	25-28	27.5	100.0	0.0
Teaching - College, H.S.	2	50.0	0.0	50.0	--	45-50	100.0	50.0
Extension	1	100.0	0.0	0.0	--	40-45	100.0	0.0
Home Extension Agent	1	0.0	0.0	100.0	--	50-55	100.0	0.0
Pathologist	1	100.0	0.0	0.0	--	50-55	100.0	0.0
Entomologist	1	100.0	0.0	0.0	--	50-55	100.0	0.0
Chemist, Biologist, Botanist, Soil Scientist	6	50.0	0.0	50.0	18-25	22.0	45-65	55.0
Public Relations - Newspaper, TV, Agriculturist	2	100.0	0.0	0.0	--	50-55	52.5	100.0
Teaching & Research	5	100.0	0.0	0.0	--	--	100.0	0.0
Forester	2	50.0	0.0	50.0	--	--	100.0	0.0
Extension Specialist	3	33.3	0.0	66.7	24-30	27.0	55-60	57.5
Graduate Assistant	5	40.0	0.0	60.0	18-21	18.0	40-50	45.0
Sub-Totals	39	64.1**	35.9**	60.9**	22.4**	22.4**	53.2**	100.0**
								-20.5**
<b>2. Managers &amp; Administrators</b>								
Administrator	14	71.4	0.0	28.6	18-30	21.0	45-60	55.0
Administrative Assistant	5	80.0	0.0	20.0	18-22	20.0	40-55	55.0
Sub-Totals	19	73.7**	26.3**	20.7**	18-22	20.7**	40-55	55.0
								-84.2**
<b>3. Supervisory Occupations</b>								
District Supt. or Supervisor	16	75.0	0.0	25.0	18-25	23.0	45-55	55.0
Assistant Supervisor	9	66.7	0.0	33.3	21-25	21.0	45-55	55.0
Foreman	2	100.0	0.0	0.0	21-25	23.0	45-55	55.0
Sub-Totals	27	74.1**	25.9**	23.3**	21-25	23.3**	45-55	55.0
								-63.0**

TABLE 15.1 (Continued)

Level of Employment Job Titles	No. Depts. with Job Title	Background (Percentage)		Age for Employment Minimum Range Mean			Training Needed (Percent)			Experience Necessary (Percent)
		Farm	Urban	None	Range	Mean	Range	Mean	Range	
4. Technical Occupations	9	88.8	0.0	11.2	18-25	21.5	45-55	55.0	77.8	44.4
Fieldman - general	2	100.0	0.0	0.0	--	25.0	50-55	52.5	100.0	0.0
Inspector	50.0	0.0	50.0	--	21.0	--	55.0	100.0	100.0	0.0
Laboratory technician	4	100.0	0.0	0.0	--	--	45.0	100.0	100.0	0.0
Pest control - rodents	1	81.2**	18.8**	18.8**	--	20.5**	--	54.0**	87.5**	25.0**
Sub-Totals	16									
5. Clerical Occupations	14	14.2	0.0	85.8	18-25	18.0	50-60	55.0	100.0	7.1
Secretary	4	0.0	100.0	--	25.0	--	50.0	100.0	100.0	0.0
Helper	18	11.1**	88.9**	88.9**	19.1**	--	53.9**	100.0**	100.0**	5.5**
Sub-Totals										
6. Skilled Occupations	2	100.0	0.0	0.0	18-25	21.5	--	40.0	50.0	50.0
Special Equipment Operator	0.0	0.0	100.0	--	--	--	--	100.0	100.0	0.0
Maintenance - Spec. Equip.	1	37.5	0.0	62.5	18-25	23.0	45-65	55.0	100.0	80.0
Greens Keeper	5	48.4**	51.6**	51.6**	22.6**	--	50.7**	87.5**	87.5**	71.4**
Sub-Totals	8									
7. Semi-skilled or Service Workers	55									41.6
Landscape - propagation, shrubs, lawns, grounds maintenance	12	33.3	0.0	66.7	16-40	18.0	45-65	60.0	33.3	100.0
Pest control - weeds, insects	1	100.0	0.0	0.0	--	--	60-65	62.5	100.0	0.0
Unskilled part-time help	5	40.0	0.0	60.0	16-21	16.0	--	--	100.0	100.0
Truck Driver	1	0.0	0.0	100.0	--	25.0	--	50.0	100.0	0.0
General construction worker	1	0.0	0.0	0.0	--	18.0	--	--	45.0	33.3
Farmer	3	100.0	0.0	0.0	57.2	--	18.0	--	25.0	0.0
Trainee	7	42.8	0.0	57.2	--	16.0	--	--	54.7**	100.0
Reporter of Data	1	0.0	100.0	0.0	--	--	17.8**	54.5**	54.5**	100.0
Farm hand	2	100.0	0.0	0.0	51.6**	--	54.7**	54.5**	54.5**	30.3**
Sub-Totals	33									
Total	160	58.0**	0.6**	41.4**	20.7**	20.7**	54.0**	88.1**	88.1**	38.6**

\*\*Weighted = Number Depts. X percent, or mean + Total No. Depts.

\*\*\*Information given by persons interviewed non-reliable.

TABLE 15.2 COMPILED OPINIONS OF EIGHTY-1/2 FARM EMPLOYERS INTERVIEWED IN NON-FARM BUSINESSES IN AGRICULTURE AND ALLIED MECHANICS AS TO DESIRED CHARACTERISTICS OF FUTURE EMPLOYEES TO INCLUDE: RESIDENTIAL BACKGROUND, AGE FOR EMPLOYMENT, TRAINING AND EXPERIENCE NEEDED PRIOR TO EMPLOYMENT.

Level of Employment Job Titles**	No. Firms With Job Titles	Residential Background (Percentage)	Age For Employment			Training Needed (Percent)	Experience Necessary (Percent)			
			Minimum		Maximum					
			Range	Mean	Range					
1. Professional Occupations	3	25.0	0.0	75.0	23-30	26.0	50-65	55.0	100.0	100.0
2. Managers & Administrators	47	11.7	17.6	70.6	23-50	28.6	25-65	49.0	58.8	35.3
General Manager	13	0.0	18.2	81.8	25-40	30.0	35-60	44.0	54.5	27.3
Office Manager	10	10.0	0.0	90.0	20-35	26.1	25-65	44.1	75.0	62.5
Sales Manager	8	0.0	20.0	80.0	21-35	25.7	35-60	45.0	60.0	80.0
Parts Manager	10	0.0	20.0	80.0	22-35	26.1	35-60	48.0	55.5	88.8
Service Manager	4	0.0	25.0	75.0	25-35	30.0	35-65	56.1	100.0	100.0
Plant Manager	4	0.0	0.0	100.0	25-40	35.0	45-65	53.0	75.0	0.0
Purchasing Manager	2	0.0	0.0	100.0	30-50	40.0	30-50	40.0	100.0	100.0
Credit Manager	2	0.0	0.0	100.0	25.0	50-55	25.0	52.5	0.0	0.0
Advertising Manager	2	6.5***	15.2**	78.2**	28.5**	43.2**	28.5**	61.6**	47.7**	47.7**
Sub-Totals	56									
3. Supervisory Occupations	18	11.1	11.1	77.7	21-38	27.8	30-65	48.5	83.3	100.0
Shop Foreman	5	0.0	0.0	100.0	23-35	27.6	40-60	52.0	60.0	40.0
Plant Superintendent	23	8.7**	8.7**	82.5**	27.7**	27.7**	49.3**	78.2**	86.9**	86.9**
Sub-Totals										
4. Technical Occupations	1	0.0	0.0	100.0	--	21.0	--	50.0	100.0	0.0
Draftsman	1	0.0	0.0	100.0	--	21.0	--	50.0	100.0	100.0
Estimator Engineer	2					21.0	--	50.0	100.0	50.0
Sub-Totals										
5. Sales Occupations	25	8.0	0.0	92.0	21-30	24.9	35-50	49.0	52.0	28.0
General Salesman	9	22.2	11.1	66.6	21-30	25.4	30-50	42.8	44.4	66.6
Machinery Salesman	4	25.0	0.0	75.0	17-24	20.2	25-60	40.0	75.0	25.0
Driver Salesman	20	10.0	5.0	85.0	18-30	23.1	45-50	46.2	20.0	30.0
Partsman	3	0.0	33.3	66.6	18-30	22.3	30-65	47.5	33.3	66.6
Job Write-Up Salesman	12	8.3	0.0	91.7	18-24	20.0	--	48.0	16.6	33.3
Clerks	73	10.9**	4.1**	84.9**	23.3**	46.7**	23.3**	46.7**	28.7**	43.8**
Sub-Totals										

TABLE 15.2 (Continued)

Level of Employment Job Titles***	No. Firms With Job Titles	Residential Background (Percentage)	Age For Employment			Training Needed (Percent)	Experience Necessary (Percent)
			Minimum		Maximum		
			Range	Mean	Range		
6. Clerical Occupations	19	0.0 - 5.8 - 3.7**	0.0 - 5.8 - 3.7**	100.0 - 88.4 - 92.5**	18-33 17-35 19.3**	22.1 22.2 48.0**	50.0 47.0 48.0**
Bookkeeper	34						57.9 67.6 64.1**
General Secretary							47.3 29.4 35.8**
Sub-Totals	53						
7. Skilled Occupations							
Automobile & Gen. Mech.	35	6.4 14.2	9.6 14.2	84.0 71.4	17-30 21-55	21.7 23.3	35-65 40-60
Diesel & Automotive and/or heavy equip.	7						
Steel Worker	4	25.0	0.0	75.0	18-25	21.0	--
Welder	13	7.7	7.7	84.0	18-30	22.0	45-70
Equip. & Plant Operator	5	25.0	0.0	75.0	20-25	21.5	45-60
Sheet Metal Worker	5	20.0	0.0	80.0	16-24	19.4	45-60
General Repair	6	0.0	16.0	83.0	18-30	23.3	35-55
Machinist	4	0.0	50.0	50.0	18-25	21.0	50-70
Metal Fab Layout Man	2	50.0	0.0	50.0	21-48	19.5	45-50
Ornamental Iron Worker	1	0.0	0.0	100.0	--	30.0	--
Electric Motor Winding	1	0.0	0.0	100.0	--	18.0	--
Sub-Totals	83						49.2** 73.7**
- 10.2** - 10.0**							- 78.6**
8. Semi-Skilled or Service							
Truck Driver	12	10.0 20.0	10.0 0.0	80.0 80.0	18-25 18-20	20.0 19.7	35-65 50-65
General Construction	5	0.0	0.0	100.0	16-25	20.0	20-50
Shipping & Receiving	4	25.0	0.0	75.0	18-25	20.0	32.5
Warehouseman	4	25.0	0.0	75.0	16-30	19.8	30-60
General Laborer	8	0.0 - 11.3**	0.0 - 5.9**	100.0 82.7**	18-30	22.6 - 20.2**	45-65 55.0 49.3**
Sub-Totals	37						- 0.0 - 36.2** - 41.6**
TOTAL	374	8.5*	8.7*	82.7*		23.8*	47.0*
							57.2*
							54.3*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X percentage or mean for each job title divided by Total Firms.

\*\*\*Same job titles as listed in Table 2.

TABLE 15.3 COMPILED: OPTIMONS OF EMPLOYERS OF SIXTY-SIX NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF ANIMAL INDUSTRY AS TO DESIRED CHARACTERISTICS OF FUTURE EMPLOYEES TO INCLUDE: RESIDENTIAL BACKGROUND, AGE FOR EMPLOYMENT, TRAINING AND EXPERIENCE NEEDED PRIOR TO EMPLOYMENT.

Level of Employment Job Titles***	No. Firms With Job Title	Background (Percentage)		Age For Employment			Training Needed (Percent)	Ave. Experienc Necessar (Percent)
		Farm	Urban	Minimum Range		Maximum Mean		
				Range	Mean	Mean		
1. Professional Occupations								
Veterinarian	9	0.0	25.0	75.0	21-27	24.2	35-65	44.4
Attorney for Livestock Firm	1	6.0	0.0	100.0	--	25.0	--	100.0
Financial Advisor	1	0.0	0.0	100.0	--	25.0	--	100.0
Sub-Totals	11							18.2**
2. Managers & Administrators								
General Manager	51	23.5	0.0	76.5	20-35	31.1	40-60	48.7
Office Manager	13	9.1	9.1	81.8	20-35	27.1	30-60	50.0
Sales Manager	10	10.0	30.0	60.0	21-32	26.0	35-65	50.6
Plant Manager	7	42.9	0.0	57.1	18-40	28.2	50-60	55.0
Credit Manager	2	0.0	0.0	100.0	25-32	28.5	45-60	52.5
Sub-Totals	83							70.0**
3. Supervisory Occupations								
Shop Foreman	5	20.0	0.0	80.0	21-30	25.2	45-60	52.2
Ranch Foreman	3	100.0	0.0	0.0	--	25.0	40-45	43.3
Slaughterhouse Superintendent	2	0.0	0.0	100.0	21-25	23.0	40-50	45.0
Sales Yard Superintendent	1	0.0	0.0	100.0	--	20.0	--	65.0
Plant or Mill Superintendent	16	7.2	0.0	92.8	20-35	26.9	40-60	47.5
Sub-Totals	27							74.3**
4. Technical Occupations								
Laboratory Technician	6	16.7	16.7	66.6	18-25	20.8	40-65	53.0
Artificial Inseminator	2	100.0	0.0	0.0	15-20	17.5	60-70	65.0
Sub-Totals	8							87.5**
5. Sales Occupations								
General Salesman	17	11.8	17.6	70.6	20-25	22.4	30-70	48.7
Driver Salesman	11	0.0	9.1	90.9	20-30	22.6	33-50	44.8
Store--Display Salesman	2	0.0	0.0	100.0	--	20.0	--	45.0
Sub-Totals	30							24.6**

TABLE 15.3 (Continued)

Level of Employment Job Titles***	No. Firms With Job Title	Background (Percentage)			Age for Employment			Training Needed (Percent)	Ave. Experience Necessary (Percent)
		Farm		Urban	None	Minimum	Maximum		
		Range	Mean	Range	Mean	Range	Mean		
6. Clerical Occupations	21	5.5	11.1	83.3	18-40	24.7	40-70	55.3	72.2
Bookkeeper	23	4.8	9.5	85.7	16-40	22.2	30-65	46.8**	57.1
General Secretary		5.1	10.3	84.5**		23.4**		50.8**	64.3**
Sub-Totals	44								61.1
7. Skilled Occupations									33.3
Dairy Plant Processor	6	16.7	0.0	83.3	20-30	23.5	40-65	52.5	0.0
Milk Driver--Bulk Tank	4	50.0	0.0	50.0	21-25	23.7	32-50	43.0	33.3
Mill Operator	1	100.0	0.0	0.0	--	25.0	--	45.0	0.0
Dairy Plant Maintenance	7	14.3	14.3	71.4	18-30	22.6	40-60	50.0	100.0
Meat Firm--Spec. Equip. Operator	2	100.0	0.0	0.0	--	21.0	--	50.0	85.8
Meat Cutter	16	12.5	0.0	87.5	17-30	21.7	35-65	48.7	0.0
Apprentice-Meat Cutter	6	16.7	0.0	83.3	18-21	18.8	25-55	35.0	75.0
Butcher	3	33.3	0.0	66.7	21-22	21.5	40-45	43.0	33.3
General Mechanic	9	12.5	0.0	87.5	22-40	27.1	40-65	50.0	66.6
Cattle Truck Driver--Diesel	6	66.7	0.0	33.3	23-30	26.0	50-60	56.7	100.0
Sub-Totals	60	26.9**	1.7**	71.4**		23.1**		48.2**	52.6**
8. Semi-Skilled or Service Workers									46.7
Truck Driver	16	26.7	6.6	66.6	18-25	20.5	30-65	50.0	53.3
Slaughterhouse Employee	3	33.3	0.0	66.7	18-21	19.6	40-65	51.6	33.3
Warehouseman	11	0.0	9.1	90.9	18-25	21.3	35-50	45.5	45.4
Veterinary Animal Care	8	12.5	12.5	75.0	14-22	17.5	45-70	56.0	0.0
Janitor	6	0.0	0.0	100.0	16-30	20.0	20-70	53.3	12.5
Ranch Maintenance	3	0.0	0.0	100.0	--	20.0	--	55.0	0.0
Horse Wrangler & Cowboy	3	100.0	0.0	0.0	18-25	20.6	50-60	56.6	66.6
General Laborer	15	50.0	7.2	42.8**	17-25	19.0	40-70	52.0	50.0
Sub-Totals	65	25.8**	6.4**	67.8**		19.8**		51.3**	40.0**
TOTAL	328	19.0*	6.4*	74.5*		24.2*		49.6*	51.5*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title divided by Total Firms.

\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

TABLE 15.4 COMPILED OPINIONS OF EMPLOYERS OF NINETY-NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF BUSINESS: FINANCE, AGRICULTURAL SUPPLY, SERVICES AS TO DESIRED CHARACTERISTICS OF FUTURE EMPLOYEES TO INCLUDE: RESIDENTIAL BACKGROUND, AGE FOR EMPLOYMENT, TRAINING, AND EXPERIENCE NEEDED PRIOR TO EMPLOYMENT.

Level of Employment Job Titles***	No. Firms With Job Title	Background (Percentage)			Age for Employment Minimum Range Mean			Training Needed (Percent)			Experience Necessary (Percent)
		Farm	Urban	None	21-25	23.0	40-50	46.7	75.0	25.0	
		100.0	0.0	0.0	0.0	---	24.0	---	50.0	100.0	
1. Professional Occupations	2	100.0	0.0	0.0	21-25	23.0	40-50	46.7	75.0	25.0	25.0**
Ranch Appraiser	1	0.0	100.0	---	23.3**	23.3**	47.8**	50.0	83.3**	100.0	50.0**
Water Engineer	1	66.7**	33.3**	---	23.3**	23.3**	47.8**	50.0	83.3**	100.0	50.0**
Sub-Totals	3	66.7**	33.3**	---	23.3**	23.3**	47.8**	50.0	83.3**	100.0	50.0**
2. Managers & Administrators	17	35.3	0.0	64.7	21-35	27.2	40-65	50.0	80.0	80.0	80.0
Real Estate & Insurance - Gen. Mgr.	15	73.3	0.0	26.7	21-35	28.2	45-65	47.5	62.5	75.0	75.0
Feed Stores & Supplies - Gen. Mgr.	9	22.2	0.0	77.8	---	25.0	35-38	36.5	20.0	80.0	80.0
Petroleum Distributor - Gen. Mgr.	6	50.0	16.7	33.3	21-30	24.2	50-55	51.2	66.7	50.0	50.0
Bank Credit & Loan Manager	15	20.0	20.0	60.0	20-30	24.7	35-60	52.0	33.3	60.0	60.0
Food Market - General Manager	2	100.0	0.0	0.0	20-24	22.0	35-40	37.5	100.0	100.0	100.0
Food Market - Meat Dept. Mgr.	4	50.0	0.0	50.0	18-30	22.2	25-55	41.2	75.0	100.0	100.0
Food Market - Produce Mgr.	12	33.3	0.0	66.7	21-35	25.1	37-50	45.9	81.8	63.6	63.6
Office & Credit Manager	4	25.0	0.0	75.0	21-25	23.0	40-55	51.2	50.0	50.0	50.0
Dept. & Assistant Mgr.	4	40.5**	0.0	54.8**	25.6**	25.6**	47.3**	60.2**	78.5**	71.0**	50.3**
Sub-Totals	84	66.7**	33.3**	47.8**	23.3**	23.3**	50.0	54.8**	60.2**	78.5**	50.3**
3. Supervisory Occupations	17	11.8	0.0	88.2	18-28	22.5	25-55	48.9	66.7	100.0	100.0
Food Market - Produce Dept. Supr.	17	11.8	0.0	88.2	21-35	24.4	35-60	47.8	70.6	94.1	94.1
Food Market - Meat Dept. Supr.	6	33.3	0.0	66.7	21-40	28.7	38-65	51.3	63.3	83.3	83.3
Plant Superintendent	1	100.0	0.0	0.0	---	30.0	---	35.0	100.0	100.0	100.0
Rural Electric Line Supervisor	2	100.0	0.0	0.0	---	30.0	---	60.0	50.0	100.0	100.0
Shop &/or Ranch Supervisor	2	20.9**	79.0**	---	24.6**	24.6**	49.0**	50.0	78.5**	95.3**	50.3**
Sub-Totals	43	66.7**	33.3**	47.8**	23.3**	23.3**	50.0	54.8**	60.2**	78.5**	50.3**
4. Technical Occupations	2	50.0**	50.0**	18-30	24.0**	25-55	40.0**	50.0**	50.0**	100.0**	100.0**
Food Market - Produce Buyer	2	50.0**	50.0**	18-30	24.0**	25-55	40.0**	50.0**	50.0**	100.0**	100.0**

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms x total figure in each column for each job title ÷ Total Firms.

\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

Table 15.4 (Continued)

Level of Employment Job Titles***	No. Firms With Job Title	Background (Percentage)			Age for Employment			Training Needed (Percent)	Experience Necessary (Percent)
		Range	Mean	Maximum	Range	Mean			
<b>5. Sales Occupations</b>									
Farm Supply Salesman	3	0.0	0.0	100.0	20-21	20.3	45-50	48.3	33.3
Rural Petroleum Salesman	7	14.3	0.0	85.7	18-25	22.0	35-38	36.5	14.3
Plumbing & Heating Salesman	1	0.0	0.0	100.0	--	18.0	--	50.0	100.0
Nursery Salesman	6	0.0	0.0	100.0	18-22	20.3	45-55	50.8	83.3
Insurance Salesman	10	20.0	10.0	70.0	17-28	22.2	30-65	48.9	80.0
Real Estate Salesman	8	62.5	12.5	25.0	21-35	25.5	40-65	51.6	100.0
General Salesman	5	40.0	0.0	60.0	20-35	25.4	30-65	48.0	60.0
Driver Salesman	6	16.7	0.0	83.3	21-25	22.0	35-50	42.0	33.3
Feed Salesman	3	66.7	33.3	0.0	20-30	25.0	30-50	41.7	0.0
Clerk - Store or Business	7	57.1	14.3	28.6	18-25	20.8	35-65	50.0	28.6
Sub-Totals	56	30.3**	7.1**	62.5**	22.5**	22.5**	46.8**	55.3**	46.4**
<b>6. Clerical Occupations</b>									
Bookkeeper	10	28.6	0.0	71.4	17-25	21.1	30-65	51.8	71.4
General Secretary	23	9.1	0.0	90.9	16-35	21.0	35-65	47.4	86.4
Sub-Totals	33	15.0**	85.0**	85.0**	21.0**	21.0**	48.7**	81.8**	38.3**
<b>7. Skilled Occupations</b>									
Water Estimator	1	0.0	0.0	100.0	--	30.0	--	45.0	100.0
Mechanic & Maintenance	2	50.0	0.0	50.0	20-25	22.5	40-50	45.0	50.0
Mill Operator	2	100.0	0.0	0.0	21-25	23.0	45-50	47.5	0.0
Market Meat Cutter	20	20.0	0.0	80.0	18-35	22.3	20-65	48.6	85.0
Market Produce Dept. Worker	12	8.3	0.0	91.7	16-25	19.5	25-65	48.7	50.0
Rural Electric Lineman	2	50.0	0.0	50.0	--	18.0	--	30.0	50.0
Gasoline Bulk Tank Driver	8	12.5	0.0	87.5	21-30	24.1	35-60	43.9	25.0
Sub-Totals	47	21.3**	78.7**	78.7**	21.9**	21.9**	46.7**	59.6**	61.7**
<b>8. Semi-skilled or Service Workers</b>									
Apprentice Produce Worker	4	25.0	0.0	75.0	18-21	19.0	21-55	35.2	50.0
Apprentice Meat Cutter	6	16.7	0.0	83.3	16-21	19.0	25-55	40.8	0.0
Apprentice Market Manager	1	0.0	0.0	100.0	--	21.0	--	55.0	0.0
Meat Wrapper	6	16.7	0.0	83.3	17-24	20.0	40-60	50.0	66.7
Farm Machinery worker	2	0.0	0.0	100.0	18-21	19.5	60-65	62.5	0.0
Warehouseman	6	50.0	0.0	50.0	18-30	22.7	35-65	52.5	16.7
Truck Driver	7	28.6	14.3	57.1	18-30	21.8	30-65	51.4	14.3
General Laborer	8	37.5	0.0	62.5	16-30	20.0	35-65	52.8	28.6
Sub-Totals	40	27.5**	2.5**	70.0**	20.5**	20.5**	49.1**	25.7**	41.4**
TOTAL	308	28.9*	3.2*	67.9*	23.1*	23.1*	47.7*	59.8*	61.1*

TABLE 15.5 COMPILED OPINIONS OF EMPLOYERS OF FORTY-THREE NON FARM BUSINESSES INTERVIEWED IN THE AREA OF HORTICULTURE:  
ORNAMENTAL, TURF (BEAUTIFICATION): AS TO DESIRED CHARACTERISTICS OF FUTURE EMPLOYEES TO INCLUDE: RESIDENTIAL  
BACKGROUND, AGE FOR EMPLOYMENT, TRAINING AND EXPERIENCE NEEDED PRIOR TO EMPLOYMENT.

Level of Employment Job Titles***	No. Firms With Job Title	Background (Percentage)		Age for Employment			Training Needed (Percent)	Ave. Experience Necessary (Percent)		
		Farm	Urban	Minimum						
				Range	Mean					
1. Professional Occupations										
Landscape Architect	3	0.0	0.0	100.0	25-35	28.3**	45-60	55.0**		
Sub-Totals	3			100.0**		28.3**		55.0**		
2. Managers & Administrators										
General Manager	27	16.7	0.0	83.3	20-35	25.2	40-60	48.0		
Office & Sales Manager	3	0.0	33.3	66.7	20-22	20.7	35-60	46.7		
Sub-Totals	30	15.0**	3.3**	81.6**		24.7**		47.9**		
3. Supervisory Occupations										
Landscape & Sprinkler Foreman	13	0.0	0.0	100.0	20-35	25.7	40-65	52.4		
Golf Course Greens Supt.	11	54.5	0.0	45.5	18-30	23.9	40-65	56.1		
Grounds, Shop & Plant Supt.	3	33.3	0.0	66.7	20-35	25.0	45-65	56.7		
Sub-Totals	27	25.9**		74.1**		24.9**		54.4**		
4. Technical Occupations										
Fieldman & or Estimator	6	0.0	0.0	100.0	18-30	23.8**	50-65	57.5**		
Sub-Totals	6			100.0**		23.8**		57.5**		
5. Sales Occupations										
Nursery Salesman	13	7.7	15.4	76.9	16-25	20.4	40-65	52.9		
Florist	3	0.0	0.0	100.0	20-21	20.3	45-60	50.0		
Clerk	4	25.0	25.0	50.0	18-25	20.2	45-65	55.2		
Sub-Totals	20	10.0**	15.0**	75.0**		20.3**		53.1**		
6. Clerical Occupations										
General Secretary	10	0.0	10.0	90.0	18-25	21.9**	35-50	44.4**		
Sub-Totals	10		10.0**	90.0**		21.9**		44.4**		

TABLE 15.5(Continued)

Level of Employment Job Titles**	No. Firms With Job Title	Background (Percentage)		Age for Employment			Training Needed (Percent)	Ave. Experience Necessary (Percent)
		Farm	Urban	None	Minimum	Maximum		
					Range	Mean		
7. Skilled Occupations								
Tree Pruner	2	0.0	0.0	100.0	--	21.0	50-65	100.0
Special Equipment Operator	4	0.0	0.0	100.0	18-21	20.0	30-60	50.0
Mechanic	5	20.0	0.0	80.0	18-40	25.2	45-60	100.0
Plumber	<u>1</u>	<u>0.0</u>	<u>0.0</u>	<u>100.0</u>	--	<u>20.0</u>	--	<u>100.0</u>
Sub-Totals	<u>12</u>	<u>8.3**</u>	<u>0.0</u>	<u>91.7**</u>	<u>22.3**</u>	<u>22.3**</u>	<u>76.1**</u>	<u>83.3**</u>
8. Semi-Skilled or Service Workers								
Landscape Contractor Employee	15	13.3	0.0	86.7	17-22	19.9	40-65	53.3
Golf Course Worker	15	46.7	0.0	53.3	16-25	19.5	35-60	52.5
Gardener	7	28.6	0.0	71.4	14-21	17.6	50-65	57.8
General Laborer	<u>8</u>	<u>0.0</u>	<u>0.0</u>	<u>100.0</u>	<u>16-21</u>	<u>19.1</u>	<u>30-55</u>	<u>45.6</u>
Sub-Totals	<u>45</u>	<u>24.4**</u>	<u>0.0</u>	<u>75.5**</u>	<u>19.3**</u>	<u>19.3**</u>	<u>45.6</u>	<u>52.5**</u>
TOTAL	153	16.6*	3.3*	80.0*	22.2*	22.2*	53.6*	68.0*
								67.0*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title divided by Total Firms.

\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

TABLE 15.6 COMPILED OPINIONS OF EMPLOYERS OF TWENTY-SEVEN NON FARM BUSINESSES INTERVIEWED IN THE AREA OF PLANT INDUSTRY-CROPS, IRRIGATION, SOILS: DESIRED CHARACTERISTICS OF FUTURE EMPLOYEES TO INCLUDE RESIDENTIAL BACKGROUND, AGE FOR EMPLOYMENT, TRAINING AND EXPERIENCE NEEDED PRIOR TO EMPLOYMENT.

Level of Employment Job Titles***	No. Firms With Job Title	Background (Percentage)			Age for Employment			Training Needed (Percent)	Ave. Experience Necessary (Percent)
		Farm		Urban	None	Minimum	Maximum		
		Range	Mean	Range	Mean	Range	Mean		
1. Professional Occupations	2	0.0	0.0	100.0	--	23.0	66-65	62.5	100.0
Water Engineer	1	100.0	0.0	0.0	--	25.0	--	50.0	100.0
Attorney	1	33.3**	66.7**	0.0	--	23.7**	--	58.3**	100.0**
Sub-Totals	3								
2. Managers & Administrators	22	0.0	33.3	66.7	25-30	28.3	50-65	55.0	100.0
General Manager	1	0.0	0.0	100.0	--	30.0	--	50.0	0.0
Office Manager	1	31.8**	68.1**	0.0	--	28.4**	--	54.8**	63.8**
Sub-Totals	23								
3. Supervisory Occupations	2	50.0	0.0	50.0	25-30	27.5	--	50.0	50.0
Water Engineer Supervisor	3	100.0	0.0	0.0	20-25	23.3	45-50	48.3	33.3
Shop & Ranch Foreman	1	0.0	100.0	0.0	21-25	23.0	40-65	52.5	100.0
Insect Control Supervisor	1	66.7**	16.7**	16.7**	16.7**	24.6**	49.6**	50.0**	66.6**
Sub-Totals	6								
4. Technical Occupations	0	0.0	0.0	100.0	--	18.0	--	60.0	100.0
Flight Instructor for Crop Duster	1	0.0	0.0	100.0	--	18.0	--	45.0	100.0
Draftsman	1	0.0	0.0	100.0	--	21.0	--	55.0	100.0
Crop Duster	1	0.0	0.0	100.0	--	19.0**	--	53.3**	100.0**
Sub-Totals	3								
5. Sales Occupations	2	0.0**	0.0**	100.0**	21-25	23.0**	40-65	52.5**	50.0**
Store Clerk	2								
6. Clerical Occupations	4	25.0	0.0	75.0	18-35	19.0	50-65	55.0	100.0
Bookkeeper	1	16.7	16.7	66.6	18-21	19.4	45-65	54.0	66.7
General Secretary	1	19.1**	11.9**	69.0**	19.3**	19.3**	19.3**	19.3**	19.3**
Sub-Totals	14								

TABLE 15.6 (Continued)

Level of Employment Job Titles**	No. Firms With Job Title	Background (Percentage) Farm      Urban	Age for Employment			Training Needed (Percent)	Ave. Experience Necessary (Percent)		
			Age for Employment		Maximum Range				
			Minimum Range	Mean					
7. Skilled Occupations									
Heavy Equipment Operator	11	63.6	0.0	36.4	17-30	22.2	54.5		
Printer	1	0.0	0.0	100.0	--	65.0	100.0		
Lineman	1	0.0	0.0	100.0	--	40.0	100.0		
Power House Operator	1	0.0	0.0	100.0	--	45.0	0.0		
Watermaster	2	100.0	0.0	0.0	21-40	30.5	50.0		
Dam & Reservoir Maintenance	3	33.3	0.0	66.7	23-30	52.5	33.3		
Sub-Totals	19	52.6**	0.0	47.4**	23.2**	52.4**	42.1**		
8. Semi-Skilled or Service Workers									
Insect Sprayer	6	20.0	20.0	60.0	16-25	20.2	50-66		
Well Driller & Pump Employee	4	25.0	0.0	75.0	18-25	21.0	56.2		
Truck Driver	1	0.0	0.0	100.0	--	20.0	45.0		
Irrigator	1	100.0	0.0	0.0	--	25.0	45.0		
Ditch-rider	5	80.0	0.0	20.0	21-25	23.0	40-65		
Airplane Crop Duster Loader	1	0.0	0.0	100.0	18-23	20.5	55-60		
General Laborer	7	42.9	0.0	57.1	15-21	18.3	51.7		
Sub-Totals	25	40.8**	0.0	48**	54.4**	20.5**	28.6**		
TOTAL	95	16.1*	1.6*	56.7*	24.6*	52.7*	54.6*		
							40.1*		

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title divided by Total Firms.

\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

TABLE 15.7 SUMMARY OF WEIGHTED AVERAGES FOR EACH LEVEL OF EMPLOYMENT IN FIVE OCCUPATIONAL DIVISIONS IN NON-FARM BUSINESSES AND GOVERNMENT AGENCIES: DESIRED CHARACTERISTICS OF FUTURE EMPLOYEES TO INCLUDE; RESIDENTIAL BACKGROUND, AGE FOR EMPLOYMENT, TRAINING AND EXPERIENCE NEEDED PRIOR TO EMPLOYMENT.

Level of Employment Job Titles	Residential Background (Percentage)			Age for Employment Minimum Mean Maximum			Training Needed (Percent)			Ave. Experience Necessary (Percent) (Percent)	
	Farm	Urban	None				Mean	Maximum	Percent		
				Mean	Maximum	Percent					
Professional Occupations											
Agricultural & Allied Mechanics	25.0	0.0	75.0	26.0	55.0	100.0	55.0	100.0	100.0	47.7	
Animal Industry	0.0	20.4	79.5	24.3	44.7	54.5	54.5	54.5	18.2	70.0	
Business--Economics, Finance	66.7	0.0	33.3	23.3	47.8	83.3	83.3	83.3	50.0	71.0	
Horticulture--Ornamental, Turf	0.0	0.0	0.0	28.3	55.0	100.0	100.0	100.0	66.6	85.0	
Plant Industry--Crops, Soils, etc.	33.3	0.0	66.7	23.7	58.3	100.0	100.0	100.0	0.0	92.6	
Government Agencies	64.4	0.0	35.9	22.4	53.2	100.0	100.0	100.0	20.5	66.6	
Managerial and Administrators											
Agricultural & Allied Mechanics	65.0	15.2	78.2	28.5	43.2	61.6	61.6	61.6	86.9	84.2	
Animal Industry	20.7	5.0	74.3	29.5	50.0	72.7	72.7	72.7	82.8	74.3	
Business--Economics, Finance	40.5	4.8	54.8	25.6	47.3	60.2	60.2	60.2	95.3	78.5	
Horticulture--Ornamental, Turf	15.0	3.3	81.6	24.7	47.9	100.0	100.0	100.0	92.6	84.9	
Plant Industry--Crops, Soils, etc.	0.0	31.8	68.1	28.4	54.8	95.6	95.6	95.6	66.6	50.0	
Government Agencies	73.7	0.0	26.3	20.7	55.0	100.0	100.0	100.0	84.2	96.3	
Supervisory Occupations											
Agricultural & Allied Mechanics	8.7	8.7	82.5	27.7	49.3	78.2	78.2	78.2	86.9	86.9	
Animal Industry	19.1	0.0	80.9	25.9	48.4	74.3	74.3	74.3	82.8	74.3	
Business--Economics, Finance	20.9	0.0	79.0	24.6	49.0	78.5	78.5	78.5	95.3	78.5	
Horticulture--Ornamental, Turf	25.9	0.0	74.1	24.9	54.4	84.9	84.9	84.9	92.6	84.9	
Plant Industry--Crops, Soils, etc.	66.7	16.7	16.7	24.6	49.6	66.6	66.6	66.6	66.6	66.6	
Government Agencies	74.1	0.0	25.9	22.3	55.0	96.3	96.3	96.3	63.0	63.0	
Technical Occupations											
Agricultural & Allied Mechanics	0.0	0.0	100.0	21.0	50.0	100.0	100.0	100.0	50.0	50.0	
Animal Industry	37.5	12.5	50.0	20.0	56.0	87.5	87.5	87.5	30.0	30.0	
Business--Economics, Finance	50.0	50.0	0.0	24.0	40.0	50.0	50.0	50.0	100.0	100.0	
Horticulture--Ornamental, Turf	0.0	0.0	100.0	23.8	57.5	100.0	100.0	100.0	100.0	100.0	
Plant Industry--Crops, Soils, etc.	0.0	0.0	100.0	19.0	53.3	100.0	100.0	100.0	33.3	33.3	
Government Agencies	81.2	0.0	18.8	20.5	54.0	87.5	87.5	87.5	25.0	25.0	

TABLE 15.7 (Continued)

Level of Employment Job Titles	Residential Background (Percentage)			Age for Employment		Training Needed (Percent)	Ave. Experience Necessary (Percent)
	Farm	Urban	None	Minimum	Maximum		
				Mean	Mean		
Sales Occupations							
Agricultural & Allied Mechanics	10.9	4.1	84.9	23.3	46.7	28.7	43.8
Animal Industry	6.7	13.3	80.0	22.3	47.0	24.6	20.4
Business--Economics, Finance	30.3	7.1	62.5	22.5	46.8	55.3	46.4
Horticulture--Ornamental, Turf	10.0	15.0	75.0	20.3	53.1	40.0	70.0
Plant Industry--Crops, Soils, etc.	0.0	0.0	100.0	23.0	52.5	50.0	50.0
Government Agencies	--	--	--	--	--	--	--
Clerical Occupations							
Agricultural & Allied Mechanics	3.7	3.7	92.5	19.3	48.0	64.1	35.8
Animal Industry	5.1	10.3	84.5	23.4	50.8	64.3	46.6
Business--Economics, Finance	15.0	0.0	85.0	21.0	48.7	81.8	38.3
Horticulture--Ornamental, Turf	0.0	10.0	90.0	21.9	44.4	100.0	70.0
Plant Industry--Crops, Soils, etc.	19.1	11.9	69.0	19.3	54.3	76.2	42.8
Government Agencies	11.1	0.0	88.9	19.1	53.4	100.0	5.5
Skilled Occupations							
Agricultural & Allied Mechanics	10.2	10.0	79.7	21.8	49.2	73.7	78.6
Animal Industry	26.9	1.7	71.4	23.1	48.2	61.6	52.6
Business--Economics, Finance	21.3	0.0	78.7	21.9	46.7	59.6	61.7
Horticulture--Ornamental, Turf	8.3	0.0	91.7	22.3	76.1	83.3	83.3
Plant Industry--Crops, Soils, etc.	52.6	0.0	47.4	23.2	52.4	52.6	42.1
Government Agencies	48.4	0.0	51.6	22.6	50.7	87.5	71.4
Semi-Skilled or Service Workers							
Agricultural & Allied Mechanics	11.3	5.9	82.7	20.2	49.3	49.3	41.6
Animal Industry	25.8	6.4	67.8	19.8	51.3	38.5	40.0
Business--Economics, Finance	27.5	2.5	70.0	20.5	49.1	25.7	41.4
Horticulture--Ornamental, Turf	24.4	0.0	75.5	19.3	52.5	31.1	28.9
Plant Industry--Crops, Soils, etc.	40.8	4.8	54.4	20.5	54.5	22.4	32.8
Government Agencies	45.4	3.0	51.6	17.8	54.7	54.5	30.3

Table 16.1 COMPILED OPINIONS OF THIRTY-NINE DEPARTMENT HEADS OF AGRICULTURAL AGENCIES INTERVIEWED AS TO EDUCATIONAL REQUIREMENTS DESIRED OF FUTURE EMPLOYEES: STARTING WAGE SCALE PER WEEK BY RANGE AND MEAN

Level of Employment Job Titles	No. Depts. With Job Titles	Percentage						Wage, * Weekly Range	Wage, * Weekly Mean		
		Advanced Degrees			B.S. M.S. Ph.D.						
		Less H.S.	H.S. Gr.	Post H.S.	2-Year College	College					
<b>1. Professional Occupations</b>											
Veterinarian	4	0.0	0.0	0.0	0.0	0.0	100.0	0.0	5-7		
Financial Advisor	4	0.0	0.0	0.0	0.0	0.0	25.0	75.0	6.5		
Research	2	0.0	0.0	0.0	0.0	0.0	50.0	50.0	5.0		
Teaching - College, H.S.	2	0.0	0.0	0.0	0.0	0.0	100.0	0.0	4-5		
Extension	1	0.0	0.0	0.0	0.0	0.0	100.0	0.0	6.0		
Home Extension Agent	1	0.0	0.0	0.0	0.0	0.0	100.0	0.0	6.0		
Pathologist	1	0.0	0.0	0.0	0.0	0.0	100.0	0.0	7.0		
Entomologist	1	0.0	0.0	0.0	0.0	0.0	100.0	0.0	7.0		
Chemist, Biologist, Botanist, Soil Scientist	6	0.0	0.0	0.0	0.0	0.0	83.3	16.7	4-7		
Public Relations - Newspaper, TV, Agriculturist	2	0.0	0.0	0.0	0.0	0.0	100.0	0.0	5-6		
Teaching & Research	5	0.0	0.0	0.0	0.0	0.0	0.0	40.0	6.2		
Forester	2	0.0	0.0	0.0	0.0	0.0	100.0	0.0	4-5		
Extension Specialist	3	0.0	0.0	0.0	0.0	0.0	33.3	66.7	7.0		
Graduate Assistant	5	0.0	0.0	0.0	0.0	0.0	100.0	0.0	5-2		
<b>Sub-Totals</b>	<b>39</b>						<b>58.9**</b>	<b>30.8**</b>	<b>10.3**</b>		
<b>2. Managers &amp; Administrators</b>											
Administrator	14	0.0	0.0	0.0	0.0	0.0	42.9	50.0	7.1		
Administrative Assistant	5	0.0	0.0	0.0	0.0	0.0	40.0	60.0	6.2		
<b>Sub-Totals</b>	<b>19</b>						<b>42.1**</b>	<b>52.7**</b>	<b>5.2**</b>		
<b>3. Supervisory Occupations</b>											
District Supt. or Supervisor	16	0.0	0.0	0.0	0.0	0.0	6.3	43.7	4-7		
Assistant Supervisor	9	0.0	0.0	0.0	0.0	0.0	11.1	55.6	5.1		
Foremen	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4-5		
<b>Sub-Totals</b>	<b>27</b>						<b>11.1**</b>	<b>14.8**</b>	<b>4.5</b>		

Table 16.1 (continued)

Level of Employment Job Titles	No. Depts with Job Title	Percentage			Advanced Degrees B.S. M.S. Ph.D.	Wage*, Weekly Range Mean
		Less H.S. H.S.	Post Gr. H.S.	2-Year College		
4. Technical Occupations						
Fieldman - general	9	11.1	22.2	11.1	44.5	3-4 4-5 4.5
Inspector	2	0.0	100.0	0.0	0.0	4-5
Laboratory technician	4	0.0	25.0	50.0	0.0	3-4 3.8
Pest control - rodents	1	0.0	100.0	0.0	0.0	4-0 - 4.0
Sub-totals	16	37.5**	18.7**	25.1**	12.5**	- 4.3**
5. Clerical Occupations						
Secretary	14	0.0	100.0	0.0	0.0	3-6 3-4 3.6
Helper	4	0.0	66.7	33.3	0.0	- 3.5**
Sub-totals	18	92.6**	7.4**			
6. Skilled Occupations						
Special Equipment Operator	2	0.0	50.0	50.0	0.0	4-6 4-6 5.0
Maintenance - Spec. Equip.	1	0.0	0.0	0.0	0.0	4-7 4-7 5.6
Greens Keeper	5	0.0	40.0	40.0	20.0	- 4.4**
Sub-totals	8	37.5**	37.5**	12.5**	12.5**	
7. Semi-skilled or Service Workers						
Landscape - propagation, shrubs, lawns, grounds maintenance	12	16.7	75.0	0.0	8.3	3-5 3-5 4.0
Pest control - weeds, insects	1	0.0	100.0	0.0	0.0	- -
Unskilled part-time help	5	100.0	0.0	0.0	0.0	2-4 2-4 3.9
Truck Driver	1	0.0	100.0	0.0	0.0	- -
General construction worker	1	0.0	100.0	0.0	0.0	4.0 4.0 4.0
Farmer	3	33.3	66.7	0.0	0.0	3-6 3-6 4.7
Trainee	7	14.3	28.6	0.0	57.1	2-6 2-6 3.3
Reporter of Data	1	0.0	100.0	0.0	0.0	4.0 4.0 4.0
Farm hand	2	100.0	0.0	0.0	0.0	- 3.5 - 3.5 - 3.7**
Sub-totals	33	33.4**	51.5**	15.1**		
TOTALS	160	9.3**	29.2**	4.6**	7.5**	28.7** 17.6** 3.1** 5.1**

\*Weekly Wage Scale: 2 = \$41-60, 3 = \$61-80, 4 = \$81-100, 5 = \$101-120, 6 = \$121-140, 7 = \$141-200, 8 = over \$200.

\*\*Weighted = Nc. Depts. With Job Titles X percent or mean divided by total No. Dept.

Table 16.2 COMPILED OPINIONS OF EIGHTY-FOUR EMPLOYERS INTERVIEWED IN NON-FARM BUSINESSES IN AGRICULTURE AND ALLIED MECHANICS AS TO EDUCATIONAL REQUIREMENTS DESIRED OF FUTURE EMPLOYEES: STARTING WAGE SCALE PER WEEK BY RANGE AND MEAN

Level of Employment Job Titles ***	No. Firms	Wage Weekly***					
		Range			Mean		
		With Job Title	Less H.S.	H.S. Grad.	Post H.S.	2-Year College	Advanced Degrees B.S. M.S. Ph.D.
1. Professional Occupations Public Accountant	3	0.0	0.0	0.0	0.0	100.0	0.0
2. Managers & Administrators							
General Manager	47	0.0	45.0	0.0	25.0	30.0	0.0
Office Manager	13	10.0	20.0	0.0	40.0	30.0	0.0
Sales Manager	10	0.0	50.0	12.5	12.5	25.0	0.0
Parts Manager	8	0.0	66.6	0.0	0.0	33.3	0.0
Service Manager	10	0.0	100.0	0.0	0.0	0.0	0.0
Plant Manager	4	0.0	50.0	0.0	50.0	0.0	0.0
Purchasing Manager	4	0.0	75.0	0.0	25.0	0.0	0.0
Credit Manager	2	0.0	100.0	0.0	0.0	0.0	0.0
Advertising Manager							
Sub-Totals	100	1.3**	51.1**	1.2**	23.2**	23.2**	7.0**
3. Supervisory Occupations							
Shop Foreman	18	0.0	88.8	0.0	11.1	0.0	0.0
Plant Superintendent	5	20.0	60.0	0.0	0.0	20.0	0.0
Sub-Totals	23	4.3**	82.5**	8.7**	4.3**	4.3**	6.2**
4. Technical Occupations							
Draftsman	1	0.0	0.0	0.0	100.0	0.0	0.0
Estimator Engineer	1	0.0	100.0	0.0	0.0	0.0	0.0
Sub-Totals	2		50.0**		50.0**		6.2**
5. Sales Occupations							
General Salesman	25	13.0	60.8	13.0	13.0	0.0	0.0
Machinery Salesman	9	22.2	44.4	11.1	11.1	11.1	0.0
Driver Salesman	4	0.0	50.0	25.0	25.0	0.0	0.0
Partsman	20	5.2	89.5	5.2	0.0	0.0	0.0
Job Write-Up Salesman	3	33.3	66.6	0.0	0.0	0.0	0.0
Clerks							
Sub-Totals	73	9.1	71.2**	8.6**	7.2**	1.4**	5.1**

Table 16.2 (continued)

Level of Employment Job Titles***	No. Firms With Job Title	Firms	Percentage				Advanced Degrees			Wage Weekly***			
			With H.S.		Post H.S.		B.S.		M.S.		Ph.D.	Range	Mean
			Less	Grad.	H.S.	College	B.S.	M.S.	Ph.D.	Range	Mean		
6. Clerical Occupations	19	0.0	42.8	21.4	35.7	0.0	0.0	0.0	0.0	2-7	4.0		
Bookkeeper	34	3.2	61.4	16.1	19.3	0.0	0.0	0.0	0.0	2-6	3.8		
General Secretary		2.1**	54.7**	18.0**	25.2**						3.9**		
Sub-Totals													
7. Skilled Occupations	35	25.2	68.0	3.2	3.2	0.0	0.0	0.0	0.0	3-8	5.4		
Automobile & Gen. Mec.													
Diesel & Automotive &/or heavy equip.	7	28.5	71.4	0.0	0.0	0.0	0.0	0.0	0.0	3-8	5.8		
Steel Worker	4	25.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	2-8	6.0		
Welder	13	53.8	37.7	7.7	0.0	0.0	0.0	0.0	0.0	2-7	5.4		
Equip. & Plant Operator	5	25.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	4-7	5.0		
Sheet Metal Worker	5	20.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	2-8	5.8		
General Repair	6	33.3	66.6	0.0	0.0	0.0	0.0	0.0	0.0	4-8	5.5		
Machinist	4	25.0	25.0	50.0	0.0	0.0	0.0	0.0	0.0	5-7	5.5		
Metal Fab Layout Man	2	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	6-7	6.5		
Ornamental Iron Worker	1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	---	7.0		
Electric Motor Winding	1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	---	5.0		
Sub-Totals		29.0**	60.5**	7.7**	2.5**						5.5**		
8. Semi-Skilled or Service												5.2	
Truck Driver	12	10.0	80.0	10.0	0.0	0.0	0.0	0.0	0.0	4-7	5.0		
General Construction	5	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3-5	3.7		
Shipping, Receiving	4	25.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	---	5.0		
Warehouseman	4	25.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	2-5	3.2		
General Laborer	8	42.8	42.8	14.3	0.0	0.0	0.0	0.0	0.0	2-5	3.5		
Janitor	4	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.4**			
Sub-Totals		42.2**	51.4**	6.3**	12.5*						5.5*		
TOTAL	374	13.3*	59.2*	6.2*	12.5*								

Weighted averages in eight levels of employment

\* Weighted Computations = Number of Firms X percentage of mean for each job title + Total Firms  
\*\* Weekly Wage Scale: 2 = \$41-60; 3 = \$61-80; 4 = \$81-100; 5 = \$101-120; 6 = \$121-140; 7 = \$141-200; 8 = over \$200

\*\*\* Same job titles as listed on Table

TABLE 15.3 COMPILED FROM SURVEY OF EMPLOYERS OF SIXTY-SIX NON-FARM BUSINESS'S LOCATED IN THE AREA OF ANDAL INDUSTRY AS TO EDUCATIONAL REQUIREMENTS DESIRED OF FUTURE EMPLOYEE'S TO STARTING WAGE SCALE PER WEEK.

Level of Employment Job Titles***	No. Firms	Percentage				Wage, Weekly***			
		Less H.S.	H.S. Gr.	Post H.S.	2-Year College	Advanced Degrees B.S.	M.S.	Ph.D.	Range Mean
<b>1. Professional Occupations</b>									
Veterinarian	9	0.0	0.0	0.0	0.0	87.5	12.5	6-8	7.1
Attorney for Livestock Firm	1	0.0	0.0	0.0	0.0	0.0	100.0	--	8.0
Financial Advisor	1	0.0	0.0	0.0	0.0	100.0	0.0	--	8.0
<b>Sub-Totals</b>	<b>11</b>					<b>9.1**</b>	<b>71.6**</b>	<b>19.3**</b>	<b>7.3**</b>
<b>2. Managers &amp; Administrators</b>									
General Manager	51	0.0	45.0	5.0	20.0	25.0	5.0	0.0	4-8
Office Manager	13	0.0	30.0	0.0	20.0	50.0	0.0	0.0	3-8
Sales Manager	10	0.0	80.0	0.0	10.0	10.0	0.0	0.0	5-8
Plant Manager	7	0.0	28.6	14.3	14.3	42.8	0.0	0.0	4-8
Credit Manager	2	0.0	50.0	0.0	50.0	0.0	0.0	0.0	6.4
<b>Sub-Totals</b>	<b>83</b>		<b>45.6**</b>	<b>4.3**</b>	<b>19.0**</b>	<b>28.0**</b>	<b>0.1**</b>	<b>0.1**</b>	<b>6.8**</b>
<b>3. Supervisory Occupations</b>									
Shop foreman	5	20.0	80.0	0.0	0.0	0.0	0.0	0.0	6-7
Ranch foreman	3	0.0	66.7	0.0	0.0	33.3	0.0	0.0	4-6
Slaughterhouse Superintendent	2	0.0	100.0	0.0	0.0	0.0	0.0	0.0	4-5
Sales Yard Superintendent	1	0.0	0.0	0.0	0.0	100.0	0.0	0.0	5.0
Plant or Mill Superintendent	16	7.1	64.3	0.0	14.3	14.3	0.0	0.0	4-7
<b>Sub-Totals</b>	<b>27</b>		<b>7.9**</b>	<b>67.7**</b>	<b>8.5**</b>	<b>15.9**</b>			<b>6.2**</b>
<b>4. Technical Occupations</b>									
Laboratory Technician	6	0.0	33.3	0.0	50.0	16.7	0.0	0.0	3-7
Artificial Inseminator	2	0.0	100.0	0.0	37.5**	12.5**	0.0	0.0	3-5
<b>Sub-Totals</b>	<b>8</b>		<b>100.0**</b>	<b>50.0**</b>					<b>4.7**</b>
<b>5. Sales Occupations</b>									
General Salesman	17	6.3	68.7	0.0	0.0	25.0	0.0	0.0	1-7
Driver Salesman	11	0.0	81.8	18.2	0.0	0.0	0.0	0.0	4-7
Store--display Salesman	2	100.0	0.0	68.9**	6.7**	0.0	0.0	0.0	2-5
<b>Sub-Totals</b>	<b>30</b>		<b>100.2**</b>	<b>68.9**</b>	<b>6.7**</b>	<b>14.0**</b>			<b>5.2</b>

TABLE 16.3 (Continued)

Level of Employment Job Titles***	No. Firms	Percentage						Wage, Weekly**:			
		2-Year			Advanced Degrees		Range Mean				
		Less H.S.	H.S. Gr.	Post H.S.	M.S.	Ph.D.					
6. Clerical Occupations	21	0.0	38.9	11.1	33.3	16.7	0.0	3-7	4.5		
Bookkeeper	23	— 5.0 — 2.6**	— 90.0 — 65.6**	— 5.0 — 7.9**	— 0.0 — 15.9**	— 0.0 — 8.0**	0.0	2-6	— 3.6 — 4.0**		
General Secretary											
Sub-Totals	44										
7. Skilled Occupations											
Dairy Plant Processor	6	0.0	83.3	0.0	16.7	0.0	0.0	4-6	4.6		
Milk Driver--Bulk Tank	4	0.0	100.0	0.0	0.0	0.0	0.0	5-6	5.7		
Mill Operator	1	0.0	0.0	50.0	0.0	0.0	0.0	--	6.0		
Dairy Plant Maintenance	7	0.0	100.0	0.0	0.0	0.0	0.0	5-7	5.7		
Meat Firm--Spec. Equip. Operator	2	0.0	50.0	50.0	0.0	0.0	0.0	--	6.0		
Meat Cutter	16	38.5	53.8	7.7	0.0	0.0	0.0	3-7	5.7		
Apprentice--Meat Cutter	6	50.0	50.0	0.0	0.0	0.0	0.0	4-6	4.8		
Butcher	3	33.3	66.7	0.0	0.0	0.0	0.0	--	4.0		
General Mechanics	9	0.0	100.0	0.0	0.0	0.0	0.0	5-7	5.7		
Cattle Truck Driver--Diesel	6	0.0	33.3	33.3	33.3	33.3	0.0	4-7	5.7		
Sub-Totals	60	— 16.9**	— 69.3**	— 7.9**	— 7.9**	— 7.9**	— 58.3**	— 5.4**	— 5.4**		
8. Semi-skilled or Service Workers											
Truck Driver	16	14.3	85.7	0.0	0.0	0.0	0.0	3-6	4.5		
Slaughterhouse Employee	3	0.0	100.0	0.0	0.0	0.0	0.0	4-5	4.6		
Warehouseman	11	27.3	72.7	0.0	0.0	0.0	0.0	4-6	5.0		
Veterinary Animal Care	8	25.0	75.0	0.0	0.0	0.0	0.0	3-4	3.7		
Janitor	6	100.0	0.0	0.0	0.0	0.0	0.0	2-5	3.3		
Ranch Maintenance	3	33.3	66.7	0.0	0.0	0.0	0.0	3-6	4.3		
Horse Wrangler & Cowboy	3	100.0	0.0	0.0	0.0	0.0	0.0	3-5	3.6		
General Laborer	15	46.2	53.8	0.0	0.0	0.0	0.0	2-6	3.8		
Sub-Totals	65	— 37.3**	— 62.7**	— 62.7**	— 62.7**	— 62.7**	— 62.7**	— 4.2**	— 4.2**		
Total.	328	12.4*	58.5*	4.2*	19.2*	11.4*	3.2*	0.6*	5.4*		

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title + Total Firms.

\*\*\*Weekly Wage Basic: 2 = \$41-60, 3 = \$61-80, 4 = \$81-100, 5 = \$101-120, 6 = \$121-140, 7 = \$141-200, 8 = over \$200.

\*\*\*\*All similar job titles in all categories under each heading as listed in Table 2.

TABLE 16.4 COMPILED OPINIONS OF EMPLOYERS OF INDIVIDUALS IN THE BUSINESS OF BUSINESS: FINANCE, AGRICULTURAL SUPPLY, SERVICES AS TO EDUCATIONAL REQUIREMENTS DESIRED OF FUTURE EMPLOYEES AS COMPARED TO STARTING WAGE SCALE PER WEEK.

Level of Employment Job Titles***	No. Firms	Percentage			Wage, Weekly**		
		With Job Title	Less H.S.	H.S. Gr.	Post H.S.	2-Year College	Advanced Degrees B.S. M.S. Ph.D.
1. Professional Occupations							
Ranch Appraiser & Accountant	2	0.0	25.0	0.0	25.0	50.0	0.0
Water Engineer	1	0.0	0.0	16.7**	0.0	100.0	66.7**
Sub-Totals	3						
2. Managers & Administrators							
Real Estate & Insurance-Gen. Mgr.	17	0.0	0.0	0.0	20.0	80.0	0.0
Feed Stores & Supplies-Gen. Mgr.	15	0.0	14.2	0.0	42.9	42.9	0.0
Petroleum Distributor-Gen. Mgr.	9	0.0	20.0	0.0	40.0	40.0	0.0
Bank Credit & Loan manager	6	0.0	16.7	0.0	0.0	83.3	0.0
Food Market-Gen. Mgr.	15	11.1	77.8	0.0	11.1	0.0	0.0
Food Market-Meat Dept. Mgr.	2	0.0	50.0	0.0	0.0	50.0	0.0
Food Market-Produce Mgr.	4	0.0	75.0	0.0	0.0	25.0	0.0
Office & Credit Manager	12	0.0	18.2	9.1	63.6	9.1	0.0
Dept. & Assistant Mgr.	4	0.0	66.7	0.0	33.3	0.0	0.0
Sub-Totals	84						
3. Supervisory Occupations							
Food Market-Produce Dept. Supr.	17	25.0	68.7	0.0	6.3	0.0	0.0
Food Market-Meat Dept. Supr.	17	25.0	50.0	6.2	12.5	6.2	0.0
Plant Superintendent	6	0.0	50.0	0.0	50.0	0.0	0.0
Rural Electric Line Supervisor	1	0.0	0.0	0.0	0.0	0.0	0.0
Shop &/or Ranch Supervisor	2	0.0	100.0	0.0	0.0	14.4**	-2.4**
Sub-Totals	43						
4. Technical Occupations							
Food Market-Produce Buyer	2	0.0**	50.0**	0.0**	50.0**	0.0**	0.0**
5. Sales Occupations							
Farm Supply Salesmen	3	0.0	100.0	0.0	0.0	85.7	0.0
Rural Petroleum Salesmen	7	0.0	14.3	0.0	0.0	0.0	0.0
Plumbing & Heating Salesmen	1	0.0	100.0	0.0	0.0	0.0	0.0
Nursery Salesmen	6	0.0	83.3	16.7	0.0	0.0	0.0
Insurance Salesmen	10	0.0	60.0	10.0	0.0	30.0	0.0

TABLE 16.4 (Continued)

Level of Employment Job Titles***	No. Firms with Job Title	Percentage						Wage, Weekly** Mean	
		Advanced Degrees			2-Year				
		Less H.S.	H.S. Gr.	Post H.S.	B.S.	M.S.	Ph.D.		
5. Sales Occupations (continued)									
Real Estate Salesmen	8	0.0	37.5	12.5	25.0	0.0	0.0	4-8 5.8	
General Salesmen	5	20.0	60.0	0.0	20.0	0.0	0.0	5-7 5.0	
Driver Salesmen	6	0.0	83.3	0.0	16.7	0.0	0.0	4-6 4.3	
Feed Salesmen	3	0.0	100.0	0.0	0.0	0.0	0.0	4-5 4.3	
Clerks - Store or Business	<u>7</u>	<u>-28.6</u> <u>5.4**</u>	<u>-71.4</u> <u>62.5**</u>	<u>-0.0</u>	<u>-0.1</u>	<u>0.0</u>	<u>0.0</u>	<u>2-5 4.2**</u>	
Sub-Totals	<u>56</u>	<u>-5.4**</u>	<u>-62.5**</u>	<u>-5.4**</u>	<u>-3.6**</u>	<u>-23.2**</u>		<u>-5.1**</u>	
6. Clerical Occupations									
Bookkeepers	10	0.6	57.1	0.0	28.6	14.3	0.0	2-5 3.5	
General Secretaries	<u>23</u>	<u>-4.6</u> <u>3.2**</u>	<u>-68.2</u> <u>64.8**</u>	<u>-13.6</u> <u>9.5**</u>	<u>-13.6</u> <u>18.1**</u>	<u>-0.0</u>	<u>0.0</u>	<u>2-6 3.4**</u>	
Sub-Totals	<u>33</u>								
7. Skilled Occupations									
Water Estimators	1	0.0	100.0	0.0	0.0	0.0	0.0	4-6 5.0	
Mechanics & Maintenance	2	0.0	50.0	50.0	0.0	0.0	0.0	4-7 5.7	
Mill Operators	2	0.0	100.0	0.0	0.0	0.0	0.0	4-7 5.5	
Market Meat Cutters	20	26.3	73.7	0.0	0.0	0.0	0.0	3-7 5.0	
Market Produce Dept. Workers	12	41.7	58.3	0.0	0.0	0.0	0.0	4-7 5.2	
Rural Electric Linemen	2	0.0	100.0	0.0	0.0	0.0	0.0	4-7 5.4**	
Gasoline Bulk Tank Drivers	<u>8</u>	<u>0.0</u>	<u>100.0</u>	<u>0.0</u>	<u>0.0</u>	<u>0.0</u>	<u>0.0</u>	<u>-5.4**</u>	
Sub-Totals	<u>47</u>	<u>-21.8**</u>	<u>76.0**</u>	<u>-0.0</u>	<u>-2.1**</u>				
8. Semi-skilled or Service Workers									
Apprentice Produce Worker	4	25.0	75.0	0.0	0.0	0.0	0.0	3-5 4.3	
Apprentice Meat Cutter	6	33.3	66.7	0.0	0.0	0.0	0.0	4-5 4.0	
Apprentice Market Managers	1	0.0	100.0	0.0	0.0	0.0	0.0	4-5 4.8	
Meat Wrappers	6	33.3	66.7	0.0	0.0	0.0	0.0	4-5 3.0	
Farm Machinery Workers	2	50.0	50.0	0.0	0.0	0.0	0.0	3-6 4.2	
Warehousemen	6	83.3	16.7	0.0	0.0	0.0	0.0	4-6 4.4	
Truck Drivers	7	14.3	85.7	0.0	0.0	0.0	0.0	3-7 4.7**	
General Laborers	<u>8</u>	<u>87.5</u> <u>47.5**</u>	<u>-12.5</u> <u>-52.5**</u>					<u>-4.3**</u>	
Sub-Totals	<u>40</u>	<u>14.1*</u>	<u>53.6*</u>	<u>3.0*</u>	<u>12.9*</u>	<u>16.0*</u>	<u>0.0*</u>	<u>5.6*</u>	
Total	<u>308</u>								

\*Weighted averages in eight levels of employment.

\*\*Weighted Number of Firms X total figure in each column for each job title = Total Firms.

\*\*\*Weekly Wage = \$61-80, 2 = \$41-60, 3 = \$81-100, 4 = \$101-120, 5 = \$121-140, 7 = \$141-200, 8 = over \$200.

TABLE 16.5 COMPILED FROM AN INVESTIGATION CONDUCTED IN THE AREA OF HORSE COUNTRY: OF EMPLOYERS OF FORTY-THREE HORSEMANSHIP BUSINESSES LOCATED IN THE AREA OF HORSE COUNTRY; AS TO EDUCATION REQUIREMENTS DESIRED OF FUTURE EMPLOYEES AS COMPARED ORNAMENTAL, TURF (BEAUTIFICATION); TO STARTING WAGE SCALE PER WEEK.

Level of Employment Job Titles***	No. Firms with Job Title	Percentage						Wage, Weekly**		
		Advanced Degrees			2-Year College			Range		
		Less H.S.	H.S. Gr.	Post H.S.	B.S.	M.S.	Ph.D.	Mean		
1. Professional Landscape Architect Sub-Totals	3	0.0	0.0	0.0	0.0	0.0	0.0	100.0**	0.0	6-8 -7.0**
2. Managers & Administrators General Manager Office & Sales Manager Sub-Totals	27	16.7 0.0 -15.0**	0.0 33.3** -3.3**	16.7 33.3 -18.4**	50.0 33.4 -48.3**	0.0 0.0 -14.9**	0.0 0.0 0.0	4-8 4-7 -6.1**	4-8 4-7 -5.3**	6.2 6.2 -5.7**
3. Supervisory Occupations Landscape & Sprinkler Foreman Golf Course Greens Supervisor Grounds, Shop & Plant Supervisor Sub-Totals	13	0.0 18.2 -0.4**	33.3 36.3 -38.2**	8.3 18.2 -11.4**	41.7 9.1 -27.5**	0.0 0.0 -8.0**	0.0 0.0 0.0	4-7 4-8 5-6	4-7 4-8 5-6	6.0 6.2 -5.7**
4. Technical Occupations Fieldman & or Estimator Sub-Totals	6	-16.7 -16.7**	0.0	-33.3**	-33.3**	-16.7**	0.0	0.0	5-7 -6.0**	-6.0**
5. Sales Occupations Nursery Salesman Florist Clerk Sub-Totals	13	15.4 0.0 -10.0**	76.9 33.3 -75.0**	0.0 66.7 -10.0**	7.7 0.0 -10.0**	0.0 0.0 -5.0**	0.0 0.0 0.0	3-5 3-5 2-4	3-5 4.0 -3.5**	3.4 4.0 -3.3**
6. Clerical Occupations General Secretary Sub-Totals	10	-10.0** -10.0**	-40.0** -40.0**	-10.0** -10.0**	-40.0 -40.0**	0.0	0.0	5.5	-3.4**	-3.4**

TABLE 16.5 (Continued)

Level of Employment Job Titles***	No. Firms with Job Title	Less H.S.	H.S. Gr.	Post H.S.	Post College	Percentage			Wage, Weekly**
						2-Year B.S.	Advanced M.S.	Degrees Ph.D.	
<b>7. Skilled Occupations</b>									
Tree Pruner	2	100.0	0.0	0.0	0.0	0.0	0.0	0.0	4-6
Special Equipment Operator	4	50.0	25.0	0.0	25.0	0.0	0.0	0.0	5.0
Mechanic	5	60.0	20.0	20.0	0.0	0.0	0.0	0.0	5.2
Plumber	1	0.0	0.0	100.0	0.0	0.0	0.0	0.0	5.6
Sub-Totals	12	58.3**	16.7**	16.7**	0.0	0.0	0.0	0.0	5.6**
<b>8. Semi-skilled or Service Workers</b>									
Landscape Contractor Employee	15	26.7	53.3	0.0	20.0	0.0	0.0	0.0	3-7
Golf Course Worker	15	42.9	42.9	7.1	7.1	0.0	0.0	0.0	4.4
Gardener	7	85.8	14.2	0.0	0.0	0.0	0.0	0.0	3-7
General Laborer	8	75.0	25.0	0.0	0.0	0.0	0.0	0.0	4.8
Sub-Totals	45	49.9**	38.7**	2.4**	2.4**	0.0	0.0	0.0	3.1
Total	153	26.1*	32.5*	10.9*	22.2*	6.9*	0.0*	0.0*	2-5
									5.0*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title + Total Firms.

\*\*\*Weekly Wage Scale: 2 = \$41-60, 3 = \$61-80, 4 = \$81-100, 5 = \$101-120, 6 = \$121-140, 7 = \$141-200, 8 = over \$200.

\*\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

TABLE 16.6 COMPILED OPINIONS OF EMPLOYERS OF TWENTY-SEVEN NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF PLANT INDUSTRY--CROPS, IRRIGATION, SOIL; EDUCATIONAL REQUIREMENTS DESIRED OF FUTURE EMPLOYEES AS COMPARED TO STARTING WAGE SCALE PER WEEK.

Level of Employment Job Titles****	No. Firms with H.S. Job Title H.S.	Percentage			Wage, Weekly***				
		Less H.S. Gr.	H.S. Post H.S.	2-Year College	B.S.	M.S.	Ph.D.	Range Mean	Mean
1. Professional Occupations									
Water Engineer	2	0.0	0.0	0.0	0.0	100.0	0.0	0.0	--
Attorney		0.0	0.0	0.0	0.0	0.0	0.0	0.0	$-\frac{7.0}{7.0}**$
Sub-Totals		$\frac{2}{3}$	$\frac{0.0}{0.0}$	$\frac{0.0}{0.0}$	$\frac{0.0}{0.0}$	$\frac{66.7**}{33.3**}$	$\frac{0.0}{33.3**}$	$\frac{0.0}{31.8**}$	$-\frac{6.3}{6.3**}$
2. Managers & Administrators									
General Manager	22	0.0	0.0	0.0	0.0	33.3	33.3	0.0	6-7
Office Manager		0.0	0.0	0.0	0.0	100.0	0.0	0.0	$-\frac{6.0}{6.0}**$
Sub-Totals		$\frac{1}{23}$	$\frac{0.0}{0.0}$	$\frac{0.0}{0.0}$	$\frac{0.0}{0.0}$	$\frac{36.2**}{31.8**}$	$\frac{0.0}{31.8**}$	$\frac{0.0}{28.6}$	$-\frac{5.3}{5.3**}$
3. Supervisory Occupations									
Water Engineer Supervisor	2	0.0	0.0	71.4	0.0	0.0	0.0	0.0	5-6
Shop & Ranch Foreman	3	0.0	0.0	100.0	0.0	0.0	0.0	0.0	5-6
Insect Control Supervisor		0.0	0.0	100.0	0.0	0.0	0.0	0.0	$-\frac{5.0}{5.0}**$
Sub-Totals		$\frac{1}{6}$	$\frac{0.0}{0.0}$	$\frac{90.5**}{90.5**}$	$\frac{0.0}{90.5**}$	$\frac{0.0}{90.5**}$	$\frac{0.0}{28.6}$	$\frac{0.0}{0.0}$	$-\frac{5.5}{5.5}$
4. Technical Occupations									
Flight Instructor for Crop Duster	1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	7-8
Draftsman	1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	5-6
Crop Duster		0.0	100.0	0.0	0.0	0.0	0.0	0.0	$-\frac{5.0}{5.0}**$
Sub-Totals		$\frac{1}{3}$	$\frac{0.0}{100.0}$	$\frac{0.0}{100.0}$	$\frac{0.0}{100.0}$	$\frac{0.0}{100.0}$	$\frac{0.0}{28.6}$	$\frac{0.0}{0.0}$	$-\frac{5.7}{5.7**}$
5. Sales Occupations									
Store Clerk	2	0.0**	100.0**	0.0**	0.0**	0.0**	0.0**	0.0**	4.0**
Sub-Totals									
6. Clerical Occupations									
Bookkeeper	4	0.0	50.0	25.0	25.0	0.0	0.0	0.0	3-5
General Secretary		$\frac{16.7}{11.9**}$	$\frac{83.3}{73.8**}$	$\frac{0.0}{7.1**}$	$\frac{0.0}{7.1**}$	$\frac{0.0}{0.0}$	$\frac{0.0}{0.0}$	$\frac{0.0}{0.0}$	$-\frac{3.4}{3.6**}$
Sub-Totals		$\frac{10}{14}$	$\frac{0.0}{83.3}$	$\frac{0.0}{73.8**}$	$\frac{0.0}{7.1**}$	$\frac{0.0}{0.0}$	$\frac{0.0}{0.0}$	$\frac{0.0}{0.0}$	$-\frac{3.4}{3.6**}$

TABLE 16.6 (Continued)

	Level of Employment Job Titles****	No. Firms with Job Title	Percentage			Advanced Degrees			Wage, Weekly***	
			Less H.S. Gr.	H.S. Gr.	Post H.S. College	B.S. M.S. Ph.D.	Range	Mean		
7.	Skilled Occupations									
	Heavy Equipment Operator	11	9.1	90.9	0.0	0.0	0.0	0.0	3-7	4.8
	Printer	1	0.0	0.0	100.0	0.0	0.0	0.0	---	6.0
	Lineman	1	0.0	0.0	100.0	0.0	0.0	0.0	---	4.0
	Power House Operator	1	0.0	0.0	100.0	0.0	0.0	0.0	---	6.0
	Watermaster	1	0.0	0.0	100.0	0.0	0.0	0.0	5-6	5.5
	Dam & Reservoir Maintenance	2	0.0	0.0	100.0	0.0	0.0	0.0	4-5	4.7
	Sub-Totals	<u>3</u>	<u>-0.0</u>	<u>-5.3**</u>	<u>-52.6**</u>	<u>42.1**</u>			<u>-4.9**</u>	
		<u>19</u>	<u>-5.3**</u>							
8.	Semi-skilled or Service Workers									
	Insect Sprayer	6	20.0	80.0	0.0	0.0	0.0	0.0	3-4	3.8
	Well Driller & Pump Employee	4	50.0	50.0	0.0	0.0	0.0	0.0	3-5	4.2
	Truck Driver	1	0.0	100.0	0.0	0.0	0.0	0.0	---	4.0
	Irrigator	1	0.0	100.0	0.0	0.0	0.0	0.0	---	4.0
	Ditch-rider	5	60.0	40.0	0.0	0.0	0.0	0.0	3-5	4.0
	Airplane crop duster loader	1	60.0	40.0	0.0	0.0	0.0	0.0	---	3.0
	General Laborer	7	85.7	14.3	0.0	0.0	0.0	0.0	3-5	3.8
	Sub-Totals	<u>25</u>	<u>-51.2**</u>	<u>-48.8**</u>					<u>-3.9**</u>	
		<u>95</u>	<u>16.3*</u>	<u>40.3*</u>	<u>9.5*</u>	<u>8.7*</u>	<u>11.5*</u>	<u>8.7*</u>	<u>0.0*</u>	<u>6.4*</u>
	Total									

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title + Total Firms.

\*\*\*Weekly Wage Scale: 2 = \$41-60, 3 = \$61-80, 4 = \$81-100, 5 = \$101-120, 6 = \$121-140, 7 = \$141-200, 8 = over \$200.

\*\*\*\*All similar job titles in all categories under each heading as listed in Table 2.

TABLE 16.7 SUMMARY OF WEIGHTED AVERAGES FOR EACH LEVEL OF EMPLOYMENT IN FIVE OCCUPATIONAL DIVISIONS IN NON-FARM BUSINESS AND GOVERNMENT AGENCIES; EDUCATIONAL REQUIREMENTS DESIRED OF FUTURE EMPLOYEES; STARTING WAGE SCALE PER WEEK.

Level of Employment	Percentage						Wage Weekly	
	Less H.S.	H.S. Gr.	Post H.S.	2-Year College	S.S.	Advanced Degrees	Ph.D.	Mean
1. Professional Occupations								
Agricultural & Allied Mechanics	0.0	0.0	0.0	0.0	100.0	0.0	0.0	7.5
Animal Industry	0.0	0.0	0.0	0.0	9.1	71.6	19.3	7.3
Business - Economics, Finance	0.0	16.7	0.0	16.7	66.7	0.0	0.0	5.9
Horticulture - Ornamental, Turf	0.0	0.0	0.0	0.0	100.0	0.0	0.0	7.0
Plant Industry - Crops, Soils, Etc.	0.0	0.0	0.0	0.0	66.7	33.3	0.0	7.0
Government Agencies	0.0	0.0	0.0	0.0	58.9	30.8	10.3	5.8
2. Managerial and Administrators								
Agricultural & Allied Mechanics	1.3	51.1	1.2	23.2	23.2	0.0	0.0	7.0
Animal Industry	0.0	45.6	4.3	19.0	28.0	3.1	0.0	6.8
Business - Economics, Finance	2.0	30.3	1.3	28.6	37.8	0.0	0.0	7.0
Horticulture - Ornamental, Turf	15.0	3.3	18.4	48.3	14.9	0.0	0.0	6.1
Plant Industry - Crops, Soils, Etc.	0.0	0.0	0.0	31.8	36.2	31.8	0.0	6.3
Government Agencies	0.0	0.0	0.0	42.1	52.7	5.2	5.2	7.1
3. Supervisory Occupations								
Agricultural & Allied Mechanics	4.3	82.5	0.0	3.7	4.3	0.0	0.0	6.2
Animal Industry	7.9	67.7	0.0	8.5	15.9	0.0	0.0	6.2
Business - Economic, Finance	19.8	58.5	2.4	14.4	2.4	0.0	0.0	6.4
Horticulture - Ornamental, Turf	7.4	38.2	11.4	27.5	8.0	0.0	0.0	6.0
Plant Industry - Crops, Soils, Etc.	0.0	90.5	0.0	0.0	9.5	0.0	0.0	5.3
Government Agencies	11.1	14.8	0.0	7.4	44.5	22.2	0.0	5.9
4. Technical Occupations								
Agricultural & Allied Mechanics	0.0	50.0	0.0	50.0	0.0	0.0	0.0	7.0
Animal Industry	0.0	50.0	0.0	37.5	12.5	0.0	0.0	4.7
Business - Economics, Finance	0.0	50.0	0.0	50.0	0.0	0.0	0.0	8.0
Horticulture - Ornamental, Turf	16.7	0.0	33.3	33.3	16.7	0.0	0.0	6.0
Plant Industry - Crops, Soils, Etc.	0.0	100.0	0.0	0.0	0.0	0.0	0.0	5.7
Government Agencies	6.2	37.5	18.7	25.1	12.5	0.0	0.0	4.3

TABLE 16.7 (Continued)

	Level of Employment	Percentage						Wage Weekly Mean	
		Less H.S.		H.S. Post H.S.		2-Year College			
		Gr.	B.S.	M.S.	Ph.D.				
5.	Sales Occupations								
	Agricultural & Allied Mechanics	11.5	71.2	5.3	7.2	1.4	0.0	5.1	
	Animal Industry	10.2	68.9	6.7	0.0	14.2	0.0	5.2	
	Business - Economics, Finance	5.4	62.5	5.4	3.6	23.2	0.0	5.1	
	Horticulture - Ornamental, Turf	10.0	75.0	10.0	5.0	0.0	0.0	3.5	
	Plant Industry - Crops, Soils, Etc.	0.0	100.0	0.0	0.0	0.0	0.0	4.0	
	Government Agencies	--	--	--	--	--	--	--	
16.	Clerical Occupations								
	Agricultural & Allied Mechanics	2.1	54.7	18.0	25.2	0.0	0.0	3.9	
	Animal Industry	2.6	65.6	7.9	15.9	8.0	0.0	4.0	
	Business - Economics, Finance	3.2	64.8	9.5	18.1	4.3	0.0	3.4	
	Horticulture - Ornamental, Turf	10.0	40.0	10.0	40.0	0.0	0.0	3.4	
	Plant Industry - Crops, Soils, Etc.	11.9	73.8	7.1	7.1	0.0	0.0	3.6	
	Government Agencies	0.0	92.6	7.4	0.0	0.0	0.0	3.5	
7.	Skilled Occupations								
	Agricultural & Allied Mechanics	29.0	60.5	7.7	2.5	0.0	0.0	5.5	
	Animal Industry	16.9	69.3	7.9	58.3	0.0	0.0	5.4	
	Business - Economics, Finance	21.8	76.0	2.1	0.0	0.0	0.0	5.4	
	Horticulture - Ornamental, Turf	58.3	16.7	16.7	8.3	0.0	0.0	5.6	
	Plant Industry - Crops, Soils, Etc.	5.3	52.6	42.1	0.0	0.0	0.0	4.9	
	Government Agencies	0.0	37.5	37.5	12.5	12.5	0.0	5.4	
8.	Semi-Skilled or Service Workers								
	Agricultural & Allied Mechanics	42.2	51.4	6.3	0.0	0.0	0.0	4.4	
	Animal Industry	37.3	62.7	0.0	0.0	0.0	0.0	4.2	
	Business - Economics, Finance	47.5	52.5	0.0	0.0	0.0	0.0	4.3	
	Horticulture - Ornamental, Turf	49.9	38.7	2.4	9.0	0.0	0.0	4.2	
	Plant Industry - Crops, Soils, Etc.	51.2	48.8	0.0	0.0	0.0	0.0	3.9	
	Government Agencies	33.4	51.5	0.0	15.1	0.0	0.0	3.7	

Table 17.1 COMPILED OPINIONS OF THIRY-NINE DEPARTMENT HEADS IN AGRICULTURAL GOVERNMENT AGENCIES  
INTERVIEWED AS TO TRAINING PROVIDED BY THE EMPLOYER FOR NEW EMPLOYEES: THEIR OPINION  
AS TO WHICH OF THE THREE TYPES OF SCHOOLS COULD BEST MEET THE NEEDS OF THEIR EMPLOYEES.

Level of Employment Job Titles	No. Depts.	Training by Employer - %			Type of School to Best Train Employees - %
		With On-the-job Training	Specialized Courses	H.S.	
Job Title		Voc.	H.S.	Tech.	
<b>1. Professional Occupations</b>					
Veterinarian	4	75.0	0.0	0.0	100.0
Financial Advisor	4	75.0	0.0	0.0	100.0
Research	2	0.0	0.0	0.0	100.0
Teaching - College, H.S.	2	50.0	0.0	0.0	100.0
Extension	1	0.0	0.0	0.0	100.0
Home Extension Agent	1	0.0	0.0	0.0	100.0
Pathologist	1	100.0	0.0	0.0	100.0
Entomologist	1	100.0	0.0	0.0	100.0
Chemist, Biologist, Botanist, Soil Scientist	6	83.3	0.0	0.0	100.0
Public Relations - Newspaper, TV, Agriculturist	2	100.0	0.0	0.0	100.0
Teaching & Research	5	0.0	0.0	0.0	100.0
Forester	2	100.0	0.0	0.0	100.0
Extension Specialist	3	0.0	0.0	0.0	100.0
Graduate Assistant	5	20.0	0.0	0.0	100.0
Sub-Totals	39	56.4**	0.0	0.0	100.0**
<b>2. Managers &amp; Administrators</b>					
Administrator	14	54.3	0.0	0.0	100.0
Administrative Assistant	5	80.0	20.0	0.0	100.0
Sub-Totals	19	68.4**	5.3**	0.0	100.0**
<b>3. Supervisory Occupations</b>					
Dist. Supt. or Supervisor	16	75.0	0.0	12.5	75.0
Assistant Supervisor	9	66.7	0.0	11.1	66.7
Foreman	2	50.0	0.0	100.0	50.0
Sub-Totals	27	70.4**	18.5**	0.0	66.7**
<b>4. Technical Occupations</b>					
Fieldman - general	9	100.0	0.0	33.3	50.0
Inspector	2	100.0	50.0	0.0	100.0
Laboratory technician	4	50.0	0.0	0.0	75.0
Pest control - rodents	1	100.0	0.0	100.0	0.0
Sub-Totals	16	87.5**	6.2**	3.3	59.4**

Table 17.1 (Continued)

Level of Employment		Training by Employer - 2			Type of School to Best Train Employees - 4		
Job Titles	No. Depts.	With Job Title	On-the-job Training	Specialized Courses	H.S.	Post H.S.	N/A*
5. Clerical Occupations	14	50.0	7.1	80.0	0.0	20.0	0.0
Secretary	4	50.0	50.0	100.0	0.0	0.0	
Helper		50.0	16.6**				
Sub-Totals				84.4**			
6. Skilled Occupations	2	100.0	50.0	0.0	50.0	50.0	0.0
Special Equipment Operator	1	0.0	0.0	0.0	100.0	0.0	0.0
Maintenance - Spec. Equip.		80.0	0.0	20.0		60.0	20.0
Greens Keeper	5	75.0	12.5**	12.5**		50.0**	12.5**
Sub-Totals							
7. Semi-skilled or Service Workers							
Landscape - propagation, shrubs, lawns, grounds maintenance	12	75.0	25.0	50.0	25.0	25.0	0.0
Pest control - weeds, insects	1	100.0	0.0	100.0	0.0	0.0	0.0
Unskilled part-time help	5	80.0	20.0	100.0	0.0	0.0	0.0
Truck Driver	1	100.0	0.0	100.0	0.0	0.0	0.0
General construction worker	1	100.0	0.0	33.3	33.3	33.4	0.0
Farmer	3	100.0	0.0	33.3	0.0	66.7	0.0
Trainee	7	85.7	0.0	100.0	0.0	0.0	0.0
Reporter of Data	1	0.0	0.0	100.0	0.0	0.0	0.0
Farm hand	2	100.0	0.0	100.0	0.0	0.0	0.0
Sub-Totals	33	81.8**	12.1**	61.7**	12.1**	26.2**	
TOTAL	160	68.7**	6.2**	28.5**	3.7**	18.1**	49.7**

\*Included are responses of employers who indicated job titles requiring a B.S. degree or higher education or none of the types of schools would provide training for the job.

\*\*Weighted = Number of Depts. With Job Title X per cent training by employer or type school + Total No. Depts.

TABLE 17.2 COMPILED OPINIONS OF EIGHTY-FOUR EMPLOYERS INTERVIEWED IN IOWA BUSINESSES IN AGRICULTURE AND ALLIED INDUSTRIES AS TO TRAINING PROVIDED BY THE EMPLOYER FOR NEW EMPLOYEES: THEIR OPINION AS TO WHICH OF THE THREE TYPES OF SCHOOLS COULD BEST MEET THE NEEDS OF THEIR EMPLOYEES.

Level of Employment Job Titles***	No. Firms With Job Titles	Training by the Employer %			Type of School to Best Train Employees %	2-Year Tech.	N/A***
		On-the-Job Training	Specialized Courses	Voc.			
1. Professional Occupations	3	0.0	0.0	0.0	0.0	0.0	100.0
Public Accountant							
2. Managers & Administrators	47	89.4	73.6	5.2	15.8	42.1	36.8
General Manager	13	54.5	27.3	0.0	27.2	36.3	36.3
Office Manager	10	62.5	25.0	12.5	27.5	12.5	12.5
Sales Manager	8	20.0	80.0	57.1	0.0	28.5	14.2
Parts Manager	10	40.0	50.0	12.5	37.5	50.0	0.0
Service Manager	4	50.0	50.0	0.0	0.0	75.0	25.0
Plant Manager	4	75.0	0.0	0.0	25.0	50.0	25.0
Purchasing Manager	2	0.0	0.0	0.0	50.0	0.0	50.0
Credit Manager	2	100.0	0.0	0.0	50.0	0.0	50.0
Advertising Manager	2	67.9**	54.0**	9.5**	20.5**	40.5**	27.4**
Sub-Totals							
3. Supervisory Occupations	18	55.5	55.5	16.6	33.2	44.4	8.3
Shop Foreman		60.0**	0.0	0.0	20.0	40.0	40.0
Plant Superintendent	5	49.2**	43.4**	13.0**	30.3**	43.4**	15.2**
Sub-Totals	23						
4. Technical Occupations	1	0.0	0.0	0.0	0.0	100.0	0.0
Draftsman		0.0	0.0	0.0	0.0	100.0	0.0
Estimator Engineer	1	0.0	0.0	0.0	0.0	100.0	0.0
Sub-Totals	2						
5. Sales Occupations	25	68.0	44.0	36.0	28.0	28.0	8.0
General Salesman	9	66.6	77.7	33.3	33.3	33.3	0.0
Machinery Salesman	4	75.0	25.0	50.0	0.0	25.0	25.0
Driver Salesman	20	75.0	35.0	25.0	30.0	30.0	15.0
Partsman	3	100.0	33.0	66.6	0.0	33.3	0.0
Job Write-Up Salesman	12	91.7	50.0	50.0	16.6	16.6	16.7
Clerk		75.3**	8.3	37.0**	24.6**	24.6**	11.0**
Sub-Totals	73						

TABLE 17.2 (Continued)

Level of Employment Job Titles***	No. Firms With Job Titles	Training by the Employer %	Type of School to Best Train Employees %		
			H.S. Specialized Courses	H.S. Voc.	Post H.S. Tech. N/A***
6. Clerical Occupations	19	47.4	5.3	10.5	36.8
Bookkeeper	34	44.1	2.9	26.4	23.5
General Secretary		-45.3**	-3.8**	-26.3**	-24.5**
Sub-Totals	53				
7. Skilled Occupations	35	35.4	42.0	22.6	38.7
Automobile & Gen. Mech.					0.0
Diesel & Automotive and/or heavy equip.	7	71.5	42.8	28.5	0.0
Steel Worker	4	0.0	50.0	0.0	0.0
Welder	13	15.3	46.1	30.7	23.0
Equip. & Plant Operator	5	75.0	0.0	25.0	50.0
Sheet Metal Worker	5	60.0	0.0	40.0	40.0
General Repair	6	66.0	16.0	50.0	33.3
Machinist	4	0.0	0.0	0.0	25.0
Metal Fab Layout Man	2	0.0	0.0	0.0	50.0
Ornamental Iron Worker	1	0.0	0.0	0.0	0.0
Electric Motor Winding		100.0	0.0	100.0	0.0
Sub-Totals	83	37.5**	27.3**	25.5**	35.0**
8. Semi-Skilled or Service	12	40.0	10.0	50.0	20.0
Truck Driver		60.0	0.0	100.0	0.0
General Construction	5	25.0	0.0	100.0	0.0
Shipping & Receiving	4	50.0	0.0	75.0	0.0
Warehouseman	4	50.0	0.0	25.0	25.0
General Laborer	8	0.0	37.5	12.5	50.0
Janitor		40.0**	0.0	-50.0	-0.0
Sub-Totals	37			-62.2**	-14.6**
Total	374	54.6*	31.7*	28.8*	32.6*
					15.5*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X percentage for each job title - Total Firms.

\*\*\*Included are responses of employers who indicated job titles requiring a B.S. degree or higher education or none of the types of schools would provide training for the job.

\*\*\*\*Same Job Titles as listed on Table 2.

TABLE 17.3 COMPILED OPINIONS OF EMPLOYERS OF SIXTY-SIX NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF ANIMAL INDUSTRY AS TO TRAINING PROVIDED BY THE EMPLOYER FOR NEW EMPLOYEE, AND THEIR OPINIONS AS TO WHICH OF THE THREE TYPES OF SCHOOLS COULD BEST MEET THE NEEDS OF THEIR EMPLOYEES.

Level of Employment Job Titles****	No. Firms with Job Titles	Training by Employer - %		Type of School to Best Train Employees - % H.S. Post H.S. Voc.	N/A***
		On-the-job Training	Specialized Courses		
1. Professional Occupations					
Veterinarian	9	33.3	11.1	0.0	100.0
Attorney for Livestock Firm	1	0.0	0.0	0.0	100.0
Financial Advisor	1	0.0	0.0	0.0	100.0
Sub-Totals	11	-27.2**	-9.1**		100.0
2. Managers & Administrators					
General Manager	51	29.4	11.7	11.8	29.4
Office Manager	13	54.5	9.0	18.3	36.3
Sales Manager	10	50.0	20.0	0.0	10.0
Plant Manager	7	28.5	1.4	28.6	42.8
Credit Manager	2	100.0	50.0	0.0	50.0
Sub-Totals	83	37.4**	-12.3**	-12.5**	-29.8**
3. Supervisory Occupations					
Shop Foreman	5	40.0	20.0	60.0	0.0
Ranch foreman	3	100.0	0.0	0.0	50.0
Slaughterhouse Superintendent	2	50.0	0.0	50.0	0.0
Sales Yard Superintendent	1	0.0	0.0	0.0	100.0
Plant or Mill Superintendent	16	42.9	7.1	28.6	35.7
Sub-Totals	27	-47.6**	-7.9**	-31.8**	-12.2**
4. Technical Occupations					
Laboratory Technician	6	83.3	16.6	0.0	16.7
Artificial Inseminator	2	100.0	-50.0	-12.5**	0.0
Sub-Totals	8	87.5**	-24.9**	-12.5**	-49.9**
5. Sales Occupations					
General Salesman	17	52.9	11.7	23.5	23.5
Driver Salesman	11	63.6	0.0	36.4	9.1
Store--Display Salesman	2	100.0	0.0	50.0	0.0
Sub-Totals	30	60.0**	-6.6**	-30.0**	-13.4**

TABLE 17.3 (Continued)

Level of Employment Job Titles***	No. Firms with Job Titles	Training by Employer - %			Type of School to Best Train Employees - % H.S. Post On-the-Job Training Courses Voc.	2-Year Tech. N/A**
		2-Year Tech.	Post H.S.	Specialized Courses		
6. Clerical Occupations						
Bookkeeper	21	61.1	0.0	5.6	11.1	27.7
General Secretary	23	65.2	0.0	42.9	28.6	4.7
Sub-Totals	44	63.2**	-	25.1**	20.2**	15.7**
7. Skilled Occupations						
Dairy Plant Processor	6	100.0	0.0	50.0	0.0	16.7
Milk Driver--Bulk Tank	4	100.0	0.0	50.0	25.0	25.0
Mill Operator	1	100.0	0.0	0.0	0.0	0.0
Dairy Plant Maintenance	7	28.6	14.2	28.6	28.6	14.2
Meat Firm--Spec. Equip. Operator	2	100.0	0.0	0.0	100.0	0.0
Meat Cutter	16	37.5	6.2	43.7	25.0	0.0
Apprentice--Meat Cutter	6	50.0	0.0	66.6	16.7	16.7
Butcher	3	66.7	0.0	66.7	33.3	0.0
General Mechanic	9	25.0	0.0	0.0	37.5	25.0
Cattle Truck Driver--Diesel	6	33.3	-	0.0	33.3	33.4
Sub-Totals	60	50.4**	-	3.3**	24.0**	17.1**
8. Semi-Skilled or Service Workers						
Truck Driver	16	60.0	6.7	80.0	6.7	13.3
Slaughterhouse Employee	3	33.3	0.0	66.7	0.0	33.3
Warehouseman	11	90.9	0.0	72.7	9.1	18.2
Veterinary Animal Care	8	87.5	12.5	50.0	25.0	25.0
Janitors	6	50.0	0.0	50.0	0.0	50.0
Ranch Maintenance	3	100.0	0.0	33.3	33.3	33.4
Horse Wrangler & Cowboy	3	0.0	0.0	0.0	0.0	100.0
General Laborer	15	57.1	-	50.0	0.0	50.0
Sub-Totals	65	64.9**	-	3.1**	58.9**	33.3**
Total	328	52.2*	6.5*	30.6*	16.4*	26.9*
						26.3*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title + Total Firms.

\*\*\*Included are responses of employers who indicated job titles requiring a B.S. degree or higher education or none of the types of school would provide training for the job.

\*\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

Table 17.4 COMPILED OPINIONS OF EMPLOYERS OF NINETY NON-FAIR BUSINESSES INTERVIEWED IN THE AREA OF BUSINESS: FINANCE, AGRICULTURAL SUPPLY, SERVICE AS TO TRAINING PROVIDED BY THE EMPLOYER FOR NEW EMPLOYEES, AND THEIR OPINION AS TO WHICH OF THE THREE TYPES OF SCHOOLS COULD BEST MEET THE NEEDS OF THEIR EMPLOYEES.

Level of Employment Job Titles***	No. Firms With Job Title	Training by Employer - %			Type of School to Best Train Employees		
		On-the-job Training	Specialized Courses	H.S.	Post Voc.	2-Year H.S.	N/A***
						Tech.	
1. Professional Occupations							
Ranch Appraiser & Accountant	2	50.0	25.0	0.0	0.0	50.0	50.0
Water Engineer	1	100.0	100.0	0.0	0.0	0.0	100.0
Sub-Totals	3	66.7**	50.0**				66.7**
2. Managers & Administrators							
Real Estate & Insurance - Gen. Mgr.	17	13.3	20.0	0.0	6.7	0.0	93.3
Feed Stores & Supplies - Gen. Mgr.	15	40.0	33.3	6.7	13.3	13.3	66.7
Petroleum Distribution - Gen. Mgr.	9	22.2	22.2	11.1	0.0	22.2	66.7
Bank Credit & Loan Manager	6	50.0	50.0	33.3	0.0	16.7	50.0
Food Market - Gen. Mgr.	15	20.0	6.7	13.3	6.7	40.0	40.0
Food Market - Meat Dept. Mgr.	2	50.0	0.0	0.0	50.0	50.0	0.0
Food Market - Produce Mgr.	4	25.0	0.0	0.0	45.4	36.4	18.2
Office & Credit Manager	12	54.5	36.4	0.0	0.0	75.0	25.0
Dept. & Assistant Mgr.	4	75.0	0.0	0.0	0.0	25.0	52.4**
Sub-Totals	84	33.4**	22.3**	9.5**	12.6**	25.4**	
3. Supervisory Occupations							
Food Market - Produce Dept. Supr.	17	52.9	47.0	58.8	5.9	23.5	11.8
Food Market - Meat Dept. Supr.	17	35.3	0.0	35.3	23.5	29.4	11.8
Plant Superintendent	6	66.7	33.3	66.7	0.0	50.0	16.7
Rural Electric Line Supervisor	1	100.0	100.0	0.0	0.0	100.0	0.0
Shop &/or Ranch Supervisor	2	100.0	0.0	0.0	0.0	0.0	0.0
Sub-Totals	43	51.1**	46.5**	11.6**	30.2**	11.7**	
4. Technical Occupations							
Food Market - Produce Buyer	2	100.0**	0.0	50.0	0.0	50.0**	0.0

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations - Number of Firms x total figure in each column for each job title ÷ Total Firms.

\*\*\*Included are responses of employers who indicated job titles requiring a B.S. degree or higher education or none of the types of schools would provide training for the job.

Sub-Totals in all categories under each heading as listed on Table 2.

Table 17.4 (Continued)

Level of Employment Job Titles	No. Firms With Job Title	Training by Employer - %			Type of School to Best Train Employees - % H.S. Post H.S. Voc.	2-Year Tech.	N/A**
		On-the-job Training	Specialized Courses	Sub-Total			
5. Sales Occupations							
Farm Supply Salesman	3	0.0	33.3	0.0	100.0	0.0	0.0
Rural Petroleum Salesman	7	50.0	50.0	14.3	71.4	0.0	0.0
Plumbing & Heating Salesman	1	0.0	0.0	0.0	0.0	0.0	0.0
Nursery Salesman	6	16.7	33.3	0.0	50.0	0.0	0.0
Insurance Salesman	10	60.0	50.0	20.0	10.0	40.0	30.0
Real Estate Salesman	8	62.5	25.0	0.0	0.0	87.5	12.5
General Salesman	5	20.0	0.0	40.0	20.0	20.0	20.0
Driver Salesman	6	33.3	16.7	33.3	50.0	16.7	0.0
Feed Salesman	3	100.0	33.3	0.0	66.7	0.0	0.0
Clerk - Store or Business	7	28.6	57.1	-0.0	28.6	14.3	-14.3
Sub-Totals	56	42.0**	31.2**	21.4**	16.1**	50.0**	10.7**
6. Clerical Occupations							
Bookkeeper	10	71.4	0.0	28.6	28.6	14.2	0.0
General Secretary	23	63.6	-13.6	-45.4	-18.2	-36.4	-0.0
Sub-Totals	33	66.0**	-9.5**	-40.3**	-21.3**	-34.0**	-4.3**
7. Skilled Occupations							
Water Estimator	1	100.0	100.0	0.0	0.0	100.0	0.0
Mechanics & Maintenance	2	50.0	0.0	50.0	0.0	50.0	50.0
Mill Operator	2	100.0	0.0	100.0	0.0	100.0	10.0
Market Meat Cutter	20	35.0	0.0	60.0	0.0	20.0	0.0
Market Produce Dept. Worker	12	66.7	0.0	75.0	8.3	16.7	0.0
Rural Electric Lineman	2	50.0	0.0	0.0	0.0	50.0	50.0
Gasoline Bulk Tank Driver	8	62.5	-12.5	-53.2**	-6.4**	-59.6**	-8.5**
Sub-Totals	47	42.0**	21.4**	10.6**	4.6**	46.8**	-8.5**
8. Semi-skilled or Service Workers							
Apprentice Produce Worker	4	75.0	0.0	0.0	0.0	0.0	0.0
Apprentice Meat Cutter	6	100.0	0.0	83.3	16.7	0.0	0.0
Apprentice Market Manager	1	100.0	0.0	0.0	0.0	100.0	0.0
Meat Wrapper	6	33.3	0.0	66.7	0.0	0.0	33.3
Farm machinery worker	2	100.0	0.0	100.0	0.0	0.0	0.0
Warehouseman	6	50.0	0.0	83.3	16.7	0.0	0.0
Truck Driver	7	42.8	14.3	57.1	0.0	0.0	42.9
General Laborer	8	25.0	-0.0	-0.0	-0.0	-0.0	50.0
Sub-Totals	40	55.0**	-2.5**	-70.0**	-5.0**	-2.5**	22.5**

TABLE 17.5 COMPILED OPINIONS OF EMPLOYERS OF FORTY-THREE NON-FARM BUSINESSES INTERVIEWED IN THE AREA OF HORTICULTURE: ORNAMENTAL, TURF (BEAUTIFICATION); AS TO TRAINING PROVIDED BY THE EMPLOYER FOR NEW EMPLOYEES, AND THEIR OPINION AS TO WHICH OF THE THREE TYPES OF SCHOOLS COULD BEST MEET THE NEEDS OF THEIR EMPLOYEES.

Level of Employment Job Titles****	No. Firms with Job Titles	Training by Employer - %		Type of School to Best Train Employees - %	
		On-the-job Training	Specialized Courses	H.S.	Post H.S.
					N/A***
1. Professional Occupations					
Landscape Architect	3	33.3 -33.3**	33.3 -33.3**	0.0	0.0
Sub-Totals					100.0 100.0
2. Manager & Administrators					
General Manager	27	33.3 -33.3**	0.0	0.0	33.3
Office & Sales Manager	3	33.3 -33.3**	0.0	0.0	0.0
Sub-Totals	30	33.3 -33.3**	0.0	0.0	30.0**
3. Supervisory Occupations					
Landscape & Sprinkler Foreman	13	33.3 27.3 -33.3**	8.3 18.2 0.0 -11.4**	8.3 9.0 0.0 -7.7**	41.7 36.4 33.3 -26.6**
Golf Course Greens Supervisor	11				
Grounds, Shop & Plant Supervisor	3				
Sub-Totals	27	33.3 -30.8**	0.0	0.0	42.3**
4. Technical Occupations					
Fieldman & or Estimator	6	25.0 -25.0**	0.0	0.0	23.3 -33.3**
Sub-Totals					33.3 -33.3**
5. Sales Occupations					
Nursery salesman	13	46.1 0.0 100.0 -50.0**	0.0 0.0 0.0 -75.0 -35.0**	30.8 100.0 0.0 -35.0**	7.6 0.0 25.0 -25.0**
Florist	3				
Clerk	4				
Sub-Totals	20				4.9**
6. Clerical Occupations					
General Secretary	10	50.0 -50.0**	0.0	0.0	40.0 -40.0**
Sub-Totals					20.0 -20.0**

TABLE 17.5 (Continued)

Level of Employment Job Titles***	No. Firms with Job Titles	Training by Employer - %		Type of School to Best Train Employees - % H.S. Post H.S. Voc.	2-Year Tech. N/A***
		On-the-job Training	Specialized Courses		
7. Skilled Occupations					
Tree Pruner	2	100.0	0.0	0.0	50.0
Special Equipment Operator	4	25.0	0.0	25.0	25.0
Mechanic	5	20.0	0.0	40.0	20.0
Plumber	1	0.0	0.0	100.0	0.0
Sub-Totals	12	33.3**	8.3**	33.3**	25.0**
8. Semi-skilled or Service Workers					
Landscape Contractor Employee	15	66.7	0.0	26.7	20.0
Golf Course Worker	15	86.7	0.0	33.3	26.7
Gardener	7	71.4	14.3	57.1	14.3
General Laborer	8	37.5	0.0	25.0	12.5
Sub-Totals	45	68.9**	2.2**	33.3**	15.5**
Total	153	46.3*	3.3*	19.0*	25.9*
				33.3*	21.7*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title + Total Firms.

\*\*\*Included are responses of employers who indicated job titles requiring a B.S. degree or higher education or none of the types of schools would provide training for the job.

\*\*\*\*All similar job titles in all categories under each heading as listed on Table 2.

TABLE 17.6 COMPILED OPINIONS OF EMPLOYERS OF TWENTY-SEVEN NON-FARM BUSINESSES, INTERVIEWED IN THE AREA OF PLANT INDUSTRY--CROPS, IRRIGATION, SOIL; AS TO TRAINING PROVIDED BY THE EMPLOYER FOR NEW EMPLOYEES; AND THEIR OPINION AS TO WHICH OF THE THREE TYPES OF SCHOOLS COULD BEST MEET THE NEEDS OF THEIR EMPLOYEES.

Level of Employment Job Titles***	No. Firms with Job Title	Training by Employer - %		Type of School to Best Train Employees - % H.S. Post Voc. H.S. Tech.	N/A**
		On-the-job Training	Specialized Courses		
1. Professional Occupations					
Water Engineer	2	0.0	0.0	0.0	100.0
Attorney	1	100.0	0.0	0.0	100.0
Sub-Totals	3	33.3**			100.0
2. Managers & Administrators					
General Manager	22	0.0	0.0	0.0	66.7
Office Manager	1	0.0	0.0	0.0	100.0
Sub-Totals	23				68.1**
3. Supervisory Occupations					
Water Engineer Supervisor	2	50.0	0.0	0.0	50.0
Shop & Ranch Foreman	3	66.7	0.0	33.3	33.3
Insect Control Supervisor	1	100.0	0.0	100.0	0.0
Sub-Totals	6	66.7**		33.3**	33.3**
4. Technical Occupations					
Flight Instructor for Crop Duster	1	0.0	100.0	0.0	0.0
Draftsman	1	0.0	0.0	0.0	0.0
Crop Duster	1	0.0	100.0	0.0	0.0
Sub-Totals	3	66.7**		33.3**	
5. Sales Occupations					
Store Clerk	2	100.0**	50.0**	50.0**	0.0**
6. Clerical Occupations					
Bookkeeper	4	75.0	0.0	75.0	0.0
General Secretary		50.0	0.0	33.3	16.7
Sub-Totals	14	57.1**		45.2**	11.9**

TABLE 17.6 (Continued)

Level of Employment Job Titles***	No. Firms with Job Title	Training by Employer - %		Type of School to Best Train Employees - %	
		On-the-job Training	Specialized Courses	Post H.S.	2-Year Tech.
7. Skilled Occupations					
Heavy Equipment Operator	11	72.9	9.1	63.6	0.0
Printer	1	0.0	100.0	0.0	0.0
Lineman	1	0.0	100.0	0.0	100.0
Power House Operator	1	0.0	0.0	0.0	0.0
Watermaster	2	50.0	0.0	100.0	0.0
Dam & Reservoir Maintenance	3	<u>100.0</u>	<u>-0.0</u>	<u>66.7</u>	<u>0.0</u>
Sub-Totals	19	<u><u>63.2**</u></u>	<u><u>-15.8**</u></u>	<u><u>57.9**</u></u>	<u><u>-5.0**</u></u>
8. Semi-skilled or Service Workers					
Insect Sprayer	6	100.0	0.0	60.0	0.0
Well Driller & Pump Employee	4	75.0	0.0	75.0	25.0
Truck Driver	1	0.0	0.0	0.0	0.0
Irrigator	1	0.0	0.0	0.0	0.0
Ditch-rider	5	40.0	0.0	60.0	0.0
Airplane crop duster loader	1	0.0	0.0	0.0	0.0
General Laborer	7	<u>57.1</u>	<u>0.0</u>	<u>42.9</u>	<u>-14.2</u>
Sub-Totals	25	<u><u>60.0**</u></u>	<u><u>-50.4**</u></u>	<u><u>-50.4**</u></u>	<u><u>-8.0**</u></u>
TOTAL	95	42.1*	1.8*	34.6*	6.1*
				23.1*	31.2*

\*Weighted averages in eight levels of employment.

\*\*Weighted Computations = Number of Firms X total figure in each column for each job title + Total Firms.

\*\*\*Included are responses of employers who indicated job titles requiring a B.S. degree or higher education or none of the types of schools would provide training for the job.

\*\*\*\*All similar job titles in all categories under each heading as list on Table 2.

TABLE 17.7 SUMMARY OF WEIGHTED AVERAGES FOR EACH LEVEL OF EMPLOYMENT IN FIVE OCCUPATIONAL DIVISIONS IN NON-FARM BUSINESSES AND GOVERNMENT AGENCIES; TRAINING PROVIDED BY THE EMPLOYER FOR NEW EMPLOYEES, AND THEIR OPINION AS TO WHICH OF THE THREE TYPES OF SCHOOLS COULD BEST MEET THE NEEDS OF THEIR EMPLOYEES.

Level of Employment Job Titles	Training by the Employer %			Type of School to Best Train Employees %		
	On-the-Job Training	Specialized Courses		H.S.	Post H.S.	2-Year Tech.
		N/A	Voc.			
Professional Occupations	0.0	0.0	0.0	0.0	0.0	100.0
Agricultural & Allied Mechanics	27.2	9.1	0.0	0.0	0.0	100.0
Animal Industry	66.7	50.0	0.0	0.0	33.3	66.7
Business--Economics, Finance	33.3	33.3	0.0	0.0	0.0	100.0
Horticulture--Ornamental, Turf	33.3	0.0	0.0	0.0	0.0	100.0
Plant Industry--Crops, Soils, etc.	56.4	0.0	0.0	0.0	0.0	100.0
Government Agencies						
Managerial and Administrators	67.9	54.0	9.5	20.5	40.5	27.4
Agricultural & Allied Mechanics	37.4	12.3	12.5	11.1	46.6	29.8
Animal Industry	33.4	22.3	9.5	12.6	25.4	52.4
Business--Economics, Finance	33.3	0.0	0.0	15.0	55.0	30.0
Horticulture--Ornamental, Turf	0.0	0.0	0.0	0.0	31.8	68.1
Plant Industry--Crops, Soils, etc.	68.4	5.3	0.0	0.0	0.0	100.0
Government Agencies						
Supervisory Occupations	49.2	43.4	13.0	30.3	43.4	15.2
Agricultural & Allied Mechanics	47.6	7.9	31.8	12.2	37.8	18.2
Animal Industry	51.1	25.5	46.5	11.6	30.2	11.7
Business--Economics, Finance	30.8	11.4	7.7	26.6	42.3	23.4
Horticulture--Ornamental, Turf	66.7	0.0	0.0	33.3	33.3	33.3
Plant Industry--Crops, Soils, etc.	70.4	0.0	18.5	0.0	14.8	66.7
Government Agencies						
Technical Occupations	0.0	0.0	0.0	0.0	100.0	0.0
Agricultural & Allied Mechanics	87.5	24.9	12.5	12.5	49.9	25.0
Animal Industry	100.0	0.0	50.0	0.0	50.0	0.0
Business--Economics, Finance	25.0	0.0	0.0	33.3	33.3	33.3
Horticulture--Ornamental, Turf	0.0	66.7	0.0	0.0	33.3	0.0
Plant Industry--Crops, Soils, etc.	87.5	6.2	25.0	0.0	59.4	15.6
Government Agencies						

TABLE 17.7(Continued)

Level of Employment Job Titles	Training by the Employer %			Type of School to Best Train Employees %			
	On-the-Job Training	Specialized Courses	N/A	H.S. Voc.	Post H.S.	2-Year Tech.	N/A
<b>Sales Occupations</b>							
Agricultural & Allied Mechanics	75.3	36.5	37.0	24.6	27.4	11.0	
Animal Industry	60.0	6.6	30.0	40.0	13.4	16.6	
Business--Economics, Finance	42.0	31.2	21.4	16.1	50.0	10.7	
Horticulture--Ornamental, Turf	50.0	0.0	35.0	35.0	25.0	4.9	
Plant Industry--Crops, Soils, etc.	100.0	50.0	50.0	0.0	0.0	0.0	
Government Agencies	--	--	--	--	--	--	
<b>Clerical Occupations</b>							
Agricultural & Allied Mechanics	45.3	3.8	26.3	26.3	24.5	20.7	
Animal Industry	63.2	0.0	25.1	20.2	39.0	15.7	
Business--Economics, Finance	66.0	9.5	40.3	21.3	34.0	4.3	
Horticulture--Ornamental, Turf	50.0	0.0	40.0	0.0	40.0	20.0	
Plant Industry--Crops, Soils, etc.	57.1	0.0	45.2	11.9	42.8	0.0	
Government Agencies	50.0	16.6	84.4	0.0	15.6	0.0	
<b>Skilled Occupations</b>							
Agricultural & Allied Mechanics	37.5	27.3	37.7	25.5	35.0	1.2	
Animal Industry	50.4	3.3	36.6	24.0	23.9	17.1	
Business--Economics, Finance	53.2	6.4	59.6	10.6	46.8	8.5	
Horticulture--Ornamental, Turf	33.3	0.0	8.3	33.3	33.3	25.0	
Plant Industry--Crops, Soils, etc.	63.2	15.8	57.9	5.0	26.3	10.5	
Government Agencies	75.0	12.5	12.5	25.0	50.0	12.5	
<b>Semi-Skilled or Service Workers</b>							
Agricultural & Allied Mechanics	40.0	8.6	62.2	12.4	14.6	10.8	
Animal Industry	64.9	3.1	58.9	7.8	0.0	33.3	
Business--Economics, Finance	55.0	2.5	70.0	5.0	2.5	22.5	
Horticulture--Ornamental, Turf	68.9	2.2	33.3	33.3	17.8	15.5	
Plant Industry--Crops, Soils, etc.	60.0	0.0	50.4	8.0	9.6	28.0	
Government Agencies	81.8	12.1	61.7	12.1	0.0	0.0	

Chart III

BREAKDOWN OF THE NUMBER OF COMPLETED INTERVIEWS BY CITIES AND TOWNS  
IN NEVADA FOR NON-FARM BUSINESSES

Town	Number of Interviews
Las Vegas & North Las Vegas	104
Reno & Sparks	99
Fallon	35
Elko	24
Carson City	12
Winnemucca, McDermitt, & Orovada	12
Lovelock	11
Overton, Logandale, & Glendale	11
Ely, McGill	9
Henderson	9
Minden, Gardnerville, Lake Tahoe	8
Panaca, Pioche, Caliente	8
Hawthorne	7
Yerington & Smith Valley	5
Mesquite	4
Wells & Deeth	4
Pahrump	1
<b>TOTAL</b>	<b>363</b>

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